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ABSTRACT

As part of the Clinton Administration's initiative to bring fathers back to the center of American life, a conference was convened in May 1996 at which federal staff members, practitioners, and researchers shared successful practices, identified challenges, discussed current research, and recommended future actions. This report summarizes the themes, issues, and next steps that emerged from participants' discussions. The report is presented in six parts. Part 1 describes the federal fatherhood initiative of the Clinton Administration. Part 2 details the organization of the federal conference. Part 3 identifies key themes and issues emerging at the conference, highlighting the efforts of agencies and practitioners to strengthen the role of fathers by moving policy and practice in new directions to meet fathers' needs, building capacity for new strategies, and removing obstacles to fathers' successful involvement with their children. Part 4 provides an extensive summary of the federal agency resources and activities relevant to the conference topic. Part 5 presents a synopsis of each of the 14 workshop sessions: (1) working with practitioners; (2) supporting new parents; (3) improving federal research on fathers; (4) fathers and employment strategies; (5) fathers' roles in children's learning; (6) working with nonresidential fathers; (7) work and family programs; (8) preparing adolescent males for fatherhood; (9) why fathers matter to children; (10) reunion and reintegration support; (11) working with foundations; (12) telecommuting; (13) youth violence; and (14) fathers in early child care. Part 6 summarizes conference participants' suggestions for

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future actions. Six appendices include the conference agenda and the President's Memorandum asking federal agencies to find ways to strengthen fathers' roles in families. (KB)

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National Center on Fathers and Families

STRENGTHENING THE ROLE OF FATHERS IN FAMILIES

Report on a Federal Conference

hosted by

National Center on Fathers and Families,

Domestic Policy Council,

National Performance Review,

and the U.S. Department of

Health and Human Services

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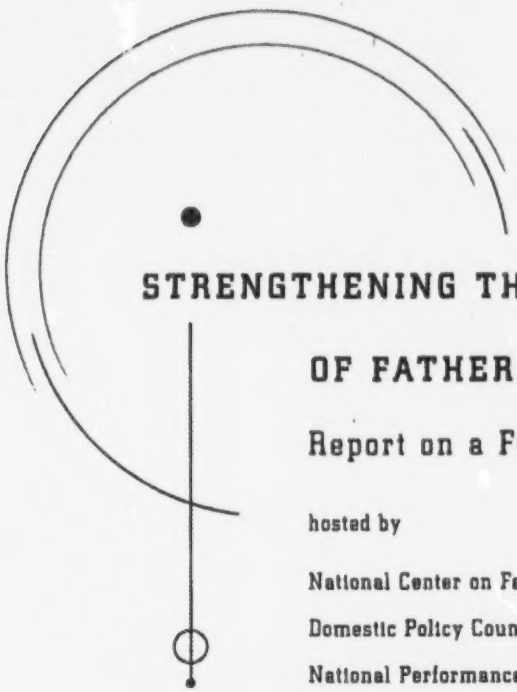

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NCOFF
National Center on Fathers and Families

SEVEN CORE LEARNINGS

1. Fathers care—even if that caring is not shown in conventional ways.

2. Father presence matters—in terms of economic well-being, social support, and child development.

3. Joblessness is a major impediment to family formation and father involvement.

4. Existing approaches to public benefits, child support enforcement, and paternity establishment operate to create obstacles and disincentives to father involvement. The disincentives are sufficiently compelling as to have prompted the emergence of a phenomenon dubbed "underground fathers"—men who acknowledge paternity and are involved in the lives of their children but who refuse to participate as fathers in the formal systems.

5. A growing number of young fathers and mothers need additional support to develop the vital skills to share the responsibility for parenting.

6. The transition from biological father to committed parent has significant development implications for young fathers.

7. The behaviors of young parents, both fathers and mothers, are influenced significantly by intergenerational beliefs and practices within families of origin.

The seven Core Learnings are at the heart of NCOFF's agenda for research, practice, and policy and a framework for the field. They represent the knowledge and experience of practitioners who confront complex problems facing fathers and families and are consistent with research across multiple disciplines. They offer an important lens through which policymakers might learn more about the implications and impact of legislation and policy decisions on the lives of large numbers of fathers, mothers, children, and families. Within them are captured salient issues experienced and felt deeply by a range of fathers and families—from those who are financially secure to those who are the most vulnerable to poverty and hardship.

The Core Learnings were identified immediately prior to NCOFF's inception by frontline practitioners in a series of survey and focus group activities conducted by the Philadelphia Children's Network and NCOFF. Formulated first as seven hypotheses drawn from practitioners' experiences in programs serving fathers and families, each hypothesis was tested against existing published research and policy studies. As each hypothesis was borne out in the literature, it became a Core Learning. A library of information was developed for each. The resultant seven libraries now constitute the NCOFF FatherLit Research Database and include over 6,000 citations, annotations, and abstracts of research, available in written, diskette, CD, and electronic form (forthcoming).

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PREFACE

Families have re-emerged as a salient part of the public consciousness and a critical area of research, practice, and policy. This recent and rising wave of effort on families is not limited to mothers and children alone. It also considers the role of fathers, aims to understand better how fathers can and do contribute to the general quality of their children's lives, and seeks ways that fathers might support mothers more effectively in the daily parenting and tasks of caring for children. The Federal Conference described in this report attempted to address a range of questions concerning families and the role of fathers. It put first the idea of the family as fundamental to the care, support, and nurturance of children and fathers as central to ensuring the well-being of their children and families.

The National Center on Fathers and Families (NCOFF) and the Philadelphia Children's Network are pleased to have been able to participate in the Federal Conference and to collaborate with our colleagues at the National Performance Review, the Domestic Policy Council, and the Department of Health and Human Services. In addition, through their support of the conference and family-focused initiatives, the President, Vice President, and federal agencies are asserting their commitment not only to motivate responsible fatherhood but also to build stronger families within the federal workforce and among the families served through federally funded programs. The collaboration that marked this meeting is a noteworthy example of the possibilities that exist for significant and thoughtful efforts in support of children and families.

As a university-based research center, NCOFF is committed to exploring issues identified in the Core Learnings on page 1, to understanding theoretical and practical issues in family development, and to serving as a resource for the field. We are encouraged by the interest in practice-focused efforts, continued commitment to basic and policy research on families, and increasing public attention to father involvement and family efficacy.

NCOFF's vision is developed upon the assumption that parents across income levels and ethnic groups share the desire for a trusted relationship with their children. We seek to build a field in which researchers, practitioners, policymakers, advocates, and families themselves create places for hope and where they can imagine and work toward enhancing the possibilities for children, particularly the most vulnerable within our society. The Federal Conference was one more important step toward achieving this goal and building the field—individuals, communities, and organizations vested in effecting positive change and ensuring the care and welfare of children.

Vivian L. Gadsden

Director

ACKNOWLEDGMENTS

We are indebted to the participants in the Federal Conference—the Vice President, Cabinet members, staff members of the federal agencies, and fathers and families specialists throughout the country—who continue to seek the best for children and families. We also deeply appreciate the work of Nancy Hoit and Lisa Mallory of the National Performance Review, who were responsible for organizing the meeting; the Domestic Policy Council; and the Department of Health and Human Services, and the contribution of Leila Feister and Sara Nathanson of Policy Studies Associates, which was contracted to record the meeting and compile the report.

The Center expresses its gratitude to the Annie E. Casey Foundation and the Ford Foundation for their support of the Federal Conference. The views expressed in this report are not necessarily those of the funding sources for the project.

MISSION

The mission of the National Center on Fathers and Families (NCOFF) is to improve the life chances and well-being of children and the efficacy of families by facilitating the positive involvement of fathers. NCOFF aims to achieve this mission by promoting the conduct and dissemination of sound basic, applied, and policy research that examines critically issues in the seven Core Learnings and related work and that can contribute to social change. Developed in the spirit of the Philadelphia Children's Network's (PCN) motto, "Help the children. Fix the system.", NCOFF seeks to increase and enrich the possibilities for children, particularly those most vulnerable to hardship and poverty. NCOFF shares with PCN the premises that children need loving, nurturing families; that families need support in providing nurturance; and that a critical component of support includes increasing the ability of fathers, mothers, and other adults to contribute to children's social, emotional, and cognitive development.

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FATHERHOOD: A FEDERAL INITIATIVE

The Clinton Administration's Fatherhood Initiative encompasses a comprehensive effort by federal agencies and offices to help support men in their role as fathers. Rooted in President Clinton and Vice President Gore's beliefs that America's future depends upon the strength of families, the initiative has gained momentum from several federal actions, policies, and changes in attitudes toward fatherhood. Key developments include the Vice President's leadership of national family policy and the annual Family Re-Union conference, the "Father to Father" initiative, President Clinton's 1995 State of the Union address, partnerships among federal, state, and local governments to support stronger families, and White House working meetings involving federal agencies, practitioners, and policy experts.

Federal agencies and offices are engaged in a government-wide effort to review and strengthen policies and programs that support men in their role as fathers. Their efforts respond to President Clinton's June 16, 1995 memorandum to the heads of all federal agencies asking them to find ways for a flexible, responsive federal government to strengthen the role of fathers in families. The memorandum directed all federal agencies and executive offices to (1) ensure that all relevant policies and programs meaningfully engage and include fathers; (2) modify relevant programs directed at women and children to include and strengthen father involvement; (3) measure the success of appropriate programs in part by how effectively they involve fathers with their families and children; and (4) incorporate fathers in appropriate government-initiated research on families and children. Appendix A of this report presents the President's memorandum.

A follow-up memorandum from Carol Rasco, Assistant to the President for Domestic Policy, and Elaine Kamarck, Senior Policy Adviser to the Vice President, asked agencies also to address the needs of fathers in the federal workforce. (For the Rasco/Kamarck memorandum, see Appendix B). After a half-day information session hosted by the President's Domestic Policy Council, the National Performance Review, and the U.S. Department of Health and Human Services in July 1995, agencies reported their efforts to change policies, programs, and attitudes to strengthen fathers' involvement in their families' lives.

The Family Re-Union Initiative had grounded this effort in a family-centered and community-based approach and determination to build on the assets of those families and communities. Leaders in the Administration and field are committed to rethinking policy and programs so that they would encourage meaningful involvement of fathers in their children's lives.

"A National Crisis"

According to Vice President Gore, given the "troubling and... shocking results" of research on children, the need to strengthen fathers and their role in families is urgent. Data indicate that:

- More than one-half of the children born in 1992 will spend all or part of their childhood apart from one parent, usually their fathers.
- In 1994, more than 19 million American children were living in homes without fathers.
- Compared with children who live with their fathers, children living in homes without fathers are five times more likely to be poor, twice as likely to drop out of high school, twice as likely

to become pregnant as teenagers, and almost twice as likely to be out of school and jobless in their late teens.

These findings underscore the importance of federal efforts to reach out to fathers and support their positive involvement in the lives of their children and families. Raising awareness about fatherhood, changing public attitudes toward fathering, and actively promoting positive father involvement are key steps in strengthening America's families. When such efforts succeed in bringing fathers into their children's lives, "the hearts of America's children will become more secure," says Ken Canfield, president of the National Center for Fathering.

Vice President Gore challenges all federal government staff to continue their work in strengthening families and supporting the role of fathers. The Vice President asks that "every institution in America...begin formally to see fathers as more than just a paycheck or child-support payment." New thinking should:

- Focus on the strengths and assets of entire families rather than deficits or pathologies;
- Emphasize father presence rather than assuming father absence in allocating resources and targeting efforts; and
- Make fathers and their family roles "visible" by encouraging agencies to include men in programs directed at families and children and by including father involvement as a measurement of program success.

These goals also represent some of the topics discussed during a federal conference in May 1996, the latest step in the Clinton Administration's initiative to "bring fathers back to the center of American life." The remainder of this report highlights the themes and issues that emerged during the conference.

STRENGTHENING THE ROLE OF FATHERS IN FAMILIES: A FEDERAL CONFERENCE

On May 3, 1996, at a federal conference held at the National Institutes of Health in Bethesda, Maryland, federal staff members, front-line practitioners, and experienced researchers involved in strengthening the role of fathers in families, shared successful practices, identified challenges, discussed current research, and recommended future actions. The conference, jointly sponsored by the National Performance Review, President Clinton's Domestic Policy Council, and the U.S. Department of Health and Human Services, brought together key administrators, policymakers, and service providers to share lessons and innovative ideas, examine current practices, and determine future actions that reach across the boundaries separating agencies, programs, levels of government, and public and private sectors. The conference was designed to enable federal and local participants to form new connections that will promote common purposes and understandings in their work supporting fathers.

Participants included representatives from federal agencies and executive offices, private foundations, and national organizations. Experienced local practitioners in the areas of education, human services, labor, health, housing, and justice also participated.

In a lively dialogue with Vice President Gore, at topical workshops, and a concluding plenary session, participants addressed the following questions:

- What are the practices that characterize effective efforts to strengthen the role of fathers in families? What are specific ways in which federal policies, programs, and administrative procedures can support and encourage these efforts? What are the obstacles to successful efforts, and how should the federal government address current obstacles to meet customer needs?
- What are effective personnel policies and practices that employers should use to support men in their role as fathers? What actions should the federal government take to continue its leadership in developing "father friendly" workplaces for employees?
- What strategies should foundations, federal agencies, and other organizations use as they work together to improve research on fatherhood? What areas of focus should inform a collaborative research agenda?

In his address, the Vice President issued a challenge to managers in the private sector. He asked them to think about their employees in their roles as mothers and fathers and to think about their responsibility to the next generation. He presented the following family-friendly challenges to American business:

Challenge One: Give your employees flextime. Flexible hours make life a lot easier for fathers and mothers. Flextime is a godsend to stressed-out two-parent families and it's often a life-saver to single-parent families.

Challenge Two: Expand options for telecommuting. More and more employers are finding that telecommuting increases productivity and gives employees the flexibility they need to take care of the kids.

Challenge Three: Work out a reasonable way to let fathers attend important school functions like school plays, parent-teacher conferences, and athletic events.

Challenge Four: Set the tone at the top.

For the Vice President's remarks, see Appendix C.

Representatives from five federal agencies—the Departments of Defense, Education, Health and Human Services, Justice, and Transportation—led workshops on a range of topics affecting fathers and families.

This report summarizes the cross-cutting themes, issues, and next steps that emerged from participants' discussions. It provides an extensive summary of the federal agency resources and activities relevant to the conference topic. Next, it provides a synopsis of each of the 14 workshop sessions. The final section of the report briefly summarizes the conference participants' suggestions for future actions.

KEY THEMES AND ISSUES

Although individual sessions focused on specific topical areas, several broad themes and issues emerged from participants' comments. These cross-cutting themes and issues highlight the efforts of agencies and practitioners to strengthen the role of fathers in families by: moving policy and practice in new directions to meet fathers' needs, building capacity for new strategies, and removing obstacles to fathers' successful involvement with their children. The experiences of five fathers who participated in panel discussions are described in this section of the report and illustrate these themes.

New Directions in Policy and Practice

Federal agencies and front-line practitioners are seeking ways to maximize opportunities for fathers' involvement with their families. Increasingly, federal employers and service providers are embracing the notion that, as one participant said, "Time is the currency of fatherhood." Creative work and family initiatives such as father-frier dly leave policies, alternative scheduling, and telecommuting enable fathers to make family time a priority.

Successful programs also open doors for fathers into their children's schools, community centers, early-childhood centers, and other settings. Other efforts, particularly those demonstrated by the U.S. Armed Services, bring fathers in touch with their families, even when they are away from home, through videotapes, faxes, and other forms of long-distance communication.

Captain Greg Bryant, a marine and father of two young girls, was involved in the rescue mission of Captain Scott O'Grady while deployed in Bosnia. His desire to maintain contact with his family during long-term deployments, and his recognition of this need among other servicemen, led Bryant to build on a Department of Defense initiative that provides service men and women with video cameras and audio- and videotapes. He recorded himself on videotape reading stories to his 3-year-old daughter and regularly sent the tapes home. The recorded stories allowed him to foster a vital link with a child too young to read his letters. Bryant led other fathers in his squadron of 450 marines in similar videotape exchanges with their families.

Promising programs for fathers take a fresh approach to family activities and services based on fathers' needs and input. Experienced practitioners know that people get the most out of any program—whether job training or toddler play groups—when their ideas are solicited and used to inform program design and delivery. Practitioners must structure their services to meet the needs and abilities of fathers. These needs and abilities often differ from those of mothers who have historically been the recipients of family services. Peer support groups, mentoring from older fathers, and hands-on learning experiences are some of the activities fathers ask for and value most.

Highly effective programs also meet fathers' needs by encouraging them to lead committees, teach classes, plan events, and help design curricula. These activities enhance fathers' participation, self-esteem, and sense of empowerment.

Coleman Harris, a program specialist at the U.S. Department of Education, is also a father and president of the Parent-Teacher-Student Association at Mount Vernon High School in Virginia.

In two years, Harris boosted his PTA's membership from 184 to over 600 by creating grade-level parent councils (half of which are chaired by fathers) and community resource teams structured around students' interests and activities. Harris also began an outreach effort to solicit the active participation and support of adults in the community, where 70 percent of the voting population do not have school-age children. By providing a catalyst for parent involvement in children's education, the Mount Vernon PTA enables fathers and mothers to "be there when [their children] are successful, and help them out when they're not," Harris says.

Effective strategies break through traditional definitions and stereotypes of fatherhood to meet fathers' diverse needs in comprehensive ways. Practitioners who hold high expectations for fathers and focus on their strengths—not deficits—can have a powerful impact on fathers' lives. Programs broaden fathers' roles by engaging them in their children's development and education; one participant described this as promoting "heartbeat dads" instead of criticizing "deadbeat dads."

Programs also promote new roles for fathers, whether or not they live with their children, by taking a holistic approach to service delivery. Rather than defining fathers by their paychecks or child-support payments, promising programs use comprehensive, multifaceted strategies to support all fathers in many roles: nurturer, teacher, skillful disciplinarian, provider, spiritual leader, and role model.

Joe Jones is the director of men's services in Baltimore City's Healthy Start program in Maryland, which helps noncustodial fathers of at-risk children become active caregivers, role models, and providers. Fathers in the program attend prenatal and pediatric visits with mothers, share their experiences in peer support groups, and gain tools for negotiating relationships with mothers. In partnership with the U.S. Department of Housing and Urban Development, the program also enrolls fathers in a lead-abatement program that creates employment opportunities in the community. Private-sector partnerships with Johns Hopkins University Medical System, Intel, and Hyatt Regency Hotels will open up more job opportunities for fathers and will train them to work as volunteers in local schools where they can get involved in their children's education.

Building Capacity for New Strategies

An expanded body of knowledge about fathers and fatherhood will give policies and practices the solid foundation they need. Although foundations, government agencies, and the research community are engaged in promising research on fathers, more needs to be done. New information about the effects of father absence and presence, as well as improved data on fathers' roles and relationships, will energize and align stakeholders around common goals.

New knowledge about fatherhood also can be a tool for shaping and informing public attitudes about fathers' roles in families and the programs that support them. Media campaigns, public information strategies, and other methods of dissemination can provide the American public with simple, compelling information about fatherhood and can garner widespread support for local, state, and federal efforts.

Shared information builds capacity for problem-solving and increases key stakeholders' knowledge of best practices. Formal mechanisms for communication keep information flowing both vertically and horizontally among organizations, governments, and practitioners. At the local level, community-based networks link diverse practitioners—in schools, foundations, businesses, and religious organizations—in a unified effort to strengthen families. These networks of colleagues can inform policy, share valuable lessons, and mobilize reform.

On a larger scale, foundations, federal agencies, and other key players can use communication networks to align their research efforts and coordinate data collection and analysis. Current federal partnerships should continue to grow and function as models for new efforts to share information and work toward common goals.

Partnerships—from the community to the federal level—energize and reinforce efforts to strengthen the role of fathers. Successful practitioners realize that they cannot enhance fathers' roles in families without the coordinated support of key stakeholders. When they become partners in a unified, collaborative effort, local organizations such as schools, community centers, parents' groups, and public agencies can ensure that children and families remain at the center of their focus.

Dismantling Barriers to Father Involvement

Practitioners, administrators, and policymakers can work together to eliminate systemic barriers that stand between fathers and their children. In many cases, the formal systems of support that are designed to help families may in fact erect barriers to fathers' involvement in their families' lives. Policies and procedures for child-support enforcement, public-housing facilities, public-assistance programs, and paternity establishment can deter fathers from taking an active role in their children's lives. Service providers, staff members of government agencies, and researchers should continue and expand their efforts to identify barriers, find solutions, and implement systemic change.

Victor Rush, director of the Family Investment Center at the Charter Oaks public housing project in Hartford, Connecticut, has seen firsthand the effects of systemic barriers to father involvement. Rush once watched a small boy who lived in the housing project run up to a man excitedly calling, "Daddy! Daddy!" The boy's mother immediately hushed him, saying in a frightened voice, "How many times do I have to tell you not to call him Daddy when people are around!" She was afraid that if she acknowledged a relationship with the father of her child, she would lose the federal housing subsidy available to low-income, single mothers.

Rush's Family Investment Center is designed to dismantle these kinds of systemic, rule-related barriers that can keep families apart. The program grew out of a collection of ground-breaking partnerships between the city of Hartford, the state of Connecticut, private businesses, and federal housing and health agencies. Fathers in the program who choose to join their families and increase involvement with their children are guaranteed well-paying jobs, a state credit of $100 a month toward overdue child support, and heavily subsidized child-support arrangements. The program's goal is to unite 100 families and increase the incomes of public-housing residents over the next five years.

Explicit endorsement and leadership from the highest levels of organizations and agencies give father-friendly programs the essential support they need to succeed. Top-down support is critical to the success of any effort to enhance fathers' involvement in families. When an organization's leaders are committed to a program's success, as one participant explained, "all the barriers seem to fall away, and you can move ahead." Fathers who feel that their participation is valued and taken seriously are more likely to become involved actively in program services. Practitioners and administrators alike point out that high-level support must consist of tangible, demonstrable endorsements—not lip service.

Practitioners who pay attention to "communication, content, and convenience" remove many of the obstacles that keep fathers from taking more effective and active roles in children's lives. Some barriers to fathers' involvement in parenting programs are simple: fathers may be unaware of program options, unable to attend due to time conflicts, or uninterested in program content. Savvy practitioners address these potential deterrents by planning activities for fathers that are well-publicized and inclusive, conveniently scheduled and located, and relevant to fathers' concerns.

Chaplain Gary P. Wheeden, a lieutenant commander in the U.S. Coast Guard, teamed up with Family University to offer "Dads University" courses to 90 Coast Guard units and other organizations that employ fathers. One course, entitled "The Secrets of Fast-Track Fathering," gives fathers tools for improving their relationships and helps them develop "a fathering mindset." Dads University workshops focus on celebrating fatherhood and raising fathers' awareness of their own parenting strengths, mistakes, and potential for maximizing time with their children.

DEPARTMENT AND AGENCY RESOURCES, PRACTICES, AND ACTIVITIES INVOLVING FATHERS AND THEIR ROLE IN FAMILIES

This summary combines the descriptions of agency and department efforts presented by conference participants with information provided in reports responding to the President's June 16, 1995, memorandum. The summary highlights key efforts but should not be viewed as a comprehensive listing.

Central Intelligence Agency (CIA)

The CIA publishes a handbook for managers and employees addressing services and programs that help employees balance career and family responsibilities. The agency's Work and Family Center offers programs and workshops which it publicizes in invitations that specifically mention fathers. Workshop topics include single parenting and current fathering issues.

In addition, the CIA's supervisory training course includes advice, management techniques, and policy guidance relating to alternative work schedules that support father involvement. The CIA's newsletter has highlighted benefits available to fathers under the Family Friendly Leave Act and the Family Medical Leave Act. The CIA plans to make a database of work and family resources available to fathers via electronic mail.

Consumer Product Safety Commission (CPSC)

CPSC offers information to fathers that promotes the safety of children at home and at play. Information on CPSC resources is available on FatherNet and through a toll-free consumer hotline. CPSC mails press releases on product recalls and other safety issues to national, state, and local fatherhood organizations. CPSC also has changed its research and public information strategies to include fathers in surveys and in media events that promote child safety.

In addition, CPSC has a telecommuting initiative that has been well received by employees. For example, the pilot program in Philadelphia quickly exceeded CPSC's expectations, and within nine months, over 40 percent of CPSC's entire field workforce began telecommuting on a full-time basis.

Corporation for National Service

The Corporation oversees (1) AmeriCorps, which includes Volunteers in Service to America (VISTA), the National Civilian Community Corps, and state and national grant programs; (2) Learn and Serve America, which supports service learning programs for students from kindergarten through graduate school; and (3) the National Senior Service Corps, which provides volunteer opportunities for older adults. Programs and activities that address fathers and families within these divisions include:

- Work policies that allow compressed schedules and the use of sick leave to care for sick family members or adoption; union-negotiated contracts that allow men to use annual leave and leave without pay to take time off for the birth of a child
- The Young Fathers Project, a VISTA-supported resource center in Massachusetts that offers

self-awareness, peer education, and life-skills training

- A VISTA-supported community-action center in the state of Washington that involves low-income fathers in planning and constructing their family's home and contributing administrative support to Habitat for Humanity
- VISTA participation in a domestic-violence prevention program in the state of Washington that provides anger management and counseling to fathers
- Adult education opportunities and community forums for fathers who participate in a job-training and family self-sufficiency program in Maine.

Department of Defense (DOD)

DOD faces a unique challenge in keeping fathers involved with their families because its employees are deployed for long periods away from their families. Efforts to facilitate fathering under these circumstances include:

- More than 300 family centers located throughout the military system, with programs focusing on parenting skills, communication, and family-life education
- A new-parent support program that helps fathers bond with newborn children, become more nurturing caregivers, and take a greater role in parenting
- Workshops on family-related issues presented by the Army
- Workshops on long-distance parenting strategies and resources for maintaining connections with family members, offered by the Air Force
- Family reunification and counseling programs for returning fathers in the Marine Corps and Navy
- A Navy program that focuses on improving fathers' disciplinary techniques
- Special shipboard services to enable fathers to maintain links with young children, including telephone services and a project that provides videocameras, videotapes, and private taping areas so Marines can create audiovisual messages for their families
- Programs addressing family advocacy, child development, family welfare and recreation, and youth activities
- Youth programs that involve fathers in coaching and other recreational activities
- Medical programs that involve fathers in pre- and neonatal classes
- Implementation of programs such as the project at Ft. Hood Army Base to increase parents' interest and participation in their children's schools.

Department of Education (ED)

ED's efforts to engage parents in education have focused on minimizing or eliminating barriers

to father involvement. ED has used data from research on parent involvement and the role of fathers in educating children to support key legislation and programs, including:

- The Goals 2000: Educate America Act, which fosters parent involvement in education
- Even Start, which combines adult education with parenting skills and early child education and which has a 40 percent father participation rate
- Partnerships between ED and communities that involve local business and religious leaders in efforts to get families back to school
- Parent-school compacts that encourage parents to become directly involved in their children's education
- The Family Involvement Partnership for Learning, a collaboration with 270 national organizations that has launched the America Goes Back to School campaign (an effort to focus attention on the importance of community involvement in education systems, accompanied by a publication that helps fathers and mothers address education issues) and Read*Write*Now! (a program that links children with reading partners and parents to encourage reading during the summer)
- A homepage on the Internet and links with FatherNet to disseminate information on father involvement in education
- Time-off policy for departmental employees that volunteer in schools.

Local activities that support ED's efforts to involve fathers in education include:

- Parent-teacher organization activities, including sub-school parent councils that help fathers become involved in the issues that are relevant to their families, and community booster teams that build links among teachers, parents, and community members
- Parent involvement programs that bring fathers stationed at Army bases into schools for frequent parent-teacher conferences as part of their military duty
- A weekly father involvement program that gives fathers opportunities to interact with their children in a Head Start program and offers support groups, classroom and community activities, and a monthly fellowship breakfast for fathers.

Department of Energy (DOE)

The DOE's Employee Guide to Family-friendly Programs in the Department of Energy describes flextime and flexiplace options, family-oriented and parental leave, part-time tours of duty, and child-care facilities.

Department of Health and Human Services (HHS)

HHS established a comprehensive working group to focus on strengthening families. HHS also

addresses father involvement through:

- Family preservation and child-support programs
- The Parents Fair Share Demonstration Program which is sponsored in collaboration with the U.S. Department of Labor and which hopes to reduce child poverty by increasing the employment, earnings, and child-support payments of unemployed, noncustodial parents (usually fathers) of children receiving public assistance
- A focus on parent involvement in childcare within the Administration on Children and Families, which has resulted in a new Head Start handbook on stimulating parent and father involvement
- The use of welfare waivers to extend benefits to unemployed, noncustodial parents (usually fathers) of children receiving Aid to Families with Dependent Children and to make the program more flexible for two-parent families
- New data collection efforts that focus on fathers and families
- New educational materials, such as a video on fathers and children with special needs, developed by the Bureau of Maternal and Child Health
- A grant program sponsored by the Office of Population Affairs to support parenting programs that reach adolescent males
- Grants to five communities for demonstration projects to help fathers define their roles within families, to understand their children's development and needs, and to affect their children's behavior positively
- A program sponsored by the Office of Minority Health that works with African American colleges to address minority father issues
- Efforts to address family violence that focus on young boys and adolescent males to reduce childhood exposure to violence as well as behaviors that contribute to violence, supported by the Centers for Disease Control and Prevention
- Outreach materials and activities that target child immunization messages to fathers and promote the involvement of fathers in early education and child care
- Support for a series of working papers on opportunities and theories supporting responsible fatherhood
- Healthy Start grant programs supporting local projects that emphasize parent involvement, especially the role of fathers, in giving young children a healthy start in life.

Department of Housing and Urban Development (HUD)

HUD believes that a commitment to encouraging fathers to spend time with their families is essential and that public-housing policies and rules must be changed to reintroduce fathers into the lives of their children. HUD has revised rules that raised rents when a family member obtained an additional job and income, a situation that kept some fathers from living with their

families. Employment is now disconnected from rent requirements, which keeps more families intact, according to HUD Secretary Henry Cisneros. HUD also established a rule giving preference to working families in public housing so that housing developments include a mix of incomes instead of only unemployed or fatherless families.

Local programs sponsored by HUD encourage men to become more involved with their children and families. For example, Family Investment Center in Hartford, Connecticut, provides jobs for low-income fathers but requires them to attend parenting classes and peer support groups, spend time with their children, and avoid drugs. A family reunification effort gives fathers the option of living with their families or taking full responsibility for children living in public housing in exchange for guaranteed employment, state credits toward child-support arrearages, and opportunities to obtain education, address drug-abuse problems, and connect with social services.

Department of the Interior (DOI)

DOI offers several activities that encourage fathers and male family members to take a strong role in families, including:

- An early childhood/parent involvement program within the Bureau of Indian Affairs that helps fathers of children under age five address their own educational needs, participate in parenting classes at their children's schools, and attend school with their children
- Efforts by the National Park Service to collaborate with the Boy Scouts of America in offering conservation activities that involve boys and their fathers
- A "Children's Day at Work" program that brings children to the workplace to showcase fathers' work roles.

Department of Justice (DOJ)

The Department's Worklife Program helps fathers balance work and family responsibilities by promoting alternative work schedules, flextime, part-time employment, job sharing, telecommuting, and seminars on parenting.

DOJ's National Citizens' Crime Prevention Campaign directs public service messages supporting safety and violence prevention to fathers, mothers, and other caregivers of children. The campaign plans to offer additional support to fathers through referrals to parenting resources.

The Bureau of Justice Assistance offers Strengthening Families for Safer Communities grants to organizations that work to break the cycle of crime and stimulate the positive involvement of fathers in families through mentoring and links with community institutions, law enforcement, and criminal justice agencies.

The National Institute of Justice (NIJ) plans to publish a document examining criminal justice programs that develop parenting skills and maintain or strengthen bonds between prisoners and their children, including father-child programs. NIJ also has funded studies on father participation

with high-risk infants and on the similarity of mothers' and fathers' assessments of family processes.

The Office of Juvenile Justice and Delinquency Prevention's program, SafeFutures: Partnerships to Reduce Youth Violence and Delinquency, promotes community partnerships to address the needs of at-risk youth. A key element is parent involvement. SafeFutures initiatives include Pathways to Success, Family Strengthening and Support, and a juvenile mentoring program that recruits adult males as mentors for at-risk youth with absent fathers.

The Bureau of Justice Assistance has distributed a grant to the National Organization of Black Law Enforcement Executives to develop new approaches for addressing domestic violence, including referrals to family-strengthening activities.

The Office of Victims of Crime provides funds to local victim assistance organizations that involve fathers, including Parents United and Parents of Murdered Children programs.

Department of Labor (DOL)

The Family and Medical Leave Act, administered by DOL's Employment Standards Administration, provides up to 12 weeks of unpaid, job-protected leave for the birth or adoption of a child; to care for a child, spouse, or parent with a serious health condition; or to address an employee's own health condition.

The Parents Fair Share Demonstration Program, administered jointly with the Department of Health and Human Services, hopes to reduce child poverty by increasing the employment, earnings, and child support payments of unemployed, noncustodial parents (usually fathers) of children receiving public assistance.

The Bureau of Labor Statistics' National Longitudinal Survey of Youth generates data for interpreting the roles fathers play in families. Other Bureau surveys of young women have also provided information on father involvement.

DOL also sponsors an outreach and education program focusing on fathers and families, which includes speeches, seminars, and media events.

National Aeronautics and Space Administration (NASA)

In addition to family-friendly leave and medical policies, flextime and alternative work schedules, and family-oriented uses for sick leave, NASA offers on-site child-care centers that promote father participation in child care. NASA also sponsors community outreach activities that involve mentoring of fathers and provide role models for children who are members of single-parent families.

Office of National Drug Control Policy (ONDCP)

ONDCP's activities to support the role of fathers in families include:

- The Break-the-Cycle initiative, which improves and expands links between the criminal-justice and drug-treatment systems
- An initiative targeting drug- and violence-related problems among African American males, which focuses on preparing and supporting African American fathers
- The Save Our Children—Save Our Future public information campaign, which calls on parents to recognize the pro-drug messages in the entertainment media and to teach their children to be critical consumers.

Nuclear Regulatory Commission (NRC)

NRC operates a child development center for employees' children. It provides full- and part-time care as well as an all-day kindergarten. NRC also offers flexible and compressed work schedules.

Office of Personnel Management (OPM)

In addition to issuing family-friendly leave policies and regulations, OPM established a Work and Family Program Center to provide leadership and assistance to agencies in developing comprehensive work and family policies. The center encourages the use of alternative work schedules, telecommuting, leave programs, part-time employment and job sharing, Employee Assistance Programs, and information and referral services. Center activities include:

- Conferences, seminars, and exhibits that address the interests and needs of caregivers
- Awards to federal organizations that provide innovative and effective work and family programs
- A clearinghouse that provides agencies with information on family research, work and family programs and survey instruments, and resources and referrals for child- and elder-care
- Seminars and information kits that help federally employed custodial parents make and collect child-support payments
- Outreach information, including a handbook on child- and elder-care resources that helps federal employees balance work and family demands; a kit that helps agencies create family-friendly practices and policies; and a training module on work and family issues.

Social Security Administration (SSA)

The SSA's Employee Assistance Program offers counseling to fathers on financial, physical, and psychological concerns. Counseling often includes children and spouses. In addition, under SSA's Volunteer Leadership Program, agency employees serve as role models for male students in Baltimore City schools.

Department of State

The Department's Family Liaison Office provides foreign-service families with employment, education, and personal support while they are stationed overseas and after their return. An Overseas Briefing Center provides training, information, and referrals to employees and their family members who are assigned to or returning from U.S. embassies and consulates.

Department of Transportation (DOT)

DOT supports fathers and families by allowing telecommuting and alternative work schedules and by operating 18 on-site child care centers across the country where DOT employees can attend seminars on parenting and learn from each other. Each administration within DOT has a director of telecommuting; 500 employees telecommute regularly, and several thousand do so periodically. Telecommuting enables workers to spend more time with their families and makes employees more productive. In addition, approximately 95 percent of DOT workers have alternative schedules that also allow them to spend more time with their children.

Dads University, a program that provides resources and training on fathering to 500 Coast Guard parents, offers workshops on the role of fathers in children's lives, healthy attitudes toward fathering, key ingredients for healthy families, and planning time with children.

Department of Veterans Affairs (VA)

The VA provides social and psychological services that support parental roles, including education and employment counseling, job location assistance, family counseling, and community outreach. The VA offers family-friendly work policies and programs including alternative work schedules, flexiplace, child care, and the use of sick leave for adoption or to care for a family member.

United States Agency for International Development (USAID)

USAID's Lessons Without Borders initiative enables USAID professionals to share expertise on health and economic development issues with practitioners in the U.S. The initiative has conducted workshops on key issues, arranged educational site visits to USAID sites for local U.S. practitioners, and established pilot health and microenterprise programs in Baltimore through public/private partnerships.

United States Information Agency (USIA)

USIA's Family Friendly Partnership Team has developed new and expanded flexible employment programs that support father involvement in families, with input from employees who are fathers.

SYNOPSES OF WORKSHOP SESSIONS

The conference offered 14 workshop sessions on topics related to fatherhood. Each session included presentations by practitioners, researchers, and federal staff involved in exemplary efforts to strengthen the role of fathers in families. This section briefly summarizes each discussion.

Session 1: Working With Practitioners

Presenters in this workshop included:

James A. Levine, The Fatherhood Project, Families and Work Institute, New York, NY

Edward W. Pitt, The Fatherhood Project, Families and Work Institute, New York, NY

Beverly Godwin, National Performance Review, Washington, D.C.

Participants in this session discussed key elements of successful practices and useful resources for practitioners.

Key Elements of Successful Practices

Expanding the concept of family helps practitioners reach other important adults in children's lives—beyond fathers—and encourages practitioners to promote alternative role models for children whose fathers are absent because of incarceration or for other reasons. For example, a Head Start program in a community with few fathers formed a partnership with a local army base and several businesses. The partners identified men in the community who could serve as role models for children whose fathers were absent and gave the men flextime to visit the Head Start center and work with children.

Core principles give practitioners and practices an appropriate focus. For example, The Fatherhood Project in New York developed four guiding principles of programs for fathers: (1) an orientation toward solutions instead of problems or deficits; (2) an emphasis on working with mediating institutions such as schools and hospitals; (3) a focus on developing personal responsibility; and (4) participation in community partnerships to help efforts grow.

Strategies for disseminating information about successful practices or issues affecting fathers and families can keep practitioners in touch with each other, with agencies, and with policymakers. Practitioners in the field offices of federal agencies do not always hear about efforts to support fathers and families. Agencies may need to establish formal systems for communicating information between management levels, across geographic distances, and to grant recipients.

A peer review process helps program participants manage their behavior. Many fathers participating in intervention projects have behaviors that are not conducive to working within the confines of a program. Peer groups that recommend ways to deal with infractions help instill the idea of community responsibility in all participants and give them an important sense of self-governance.

Successful Practices Involve Local Input, Employment Opportunities, and Capacity-Building Efforts

When Baltimore City Healthy Start received funding from the U.S. Department of Health and

Human Services to involve fathers in reducing infant mortality, practitioners realized that they would need to involve fathers in designing an appropriate program. Joe Jones, men's services director for the project, held focus groups on this topic with fathers from the community. Jones also visited similar projects to collect advice.

The resulting program recruited 60 men and required them to attend prenatal and pediatric appointments with their children, join a therapeutic peer support group, and participate in an employment program. Using a lead-abatement action grant from the U.S. Department of Housing and Urban Development, Healthy Start offers the men jobs that pay at least $6 per hour and, with a minimal copayment, provides health insurance; the men are allowed to live with their families in the apartments that they restore. An on-site General Equivalency Degree (GED) program helps the fathers finish high school. The program also places fathers as assistant classroom teachers and hall monitors in local schools, and fathers receive training in using and repairing computers. One father who participated in the program is now starting his own computer repair business in the Baltimore Empowerment Zone.

Resources for Practitioners

Participants identified the following resources for practitioners (see Appendix F for further contact information):

- The Fatherhood Project in Chicago, a clearinghouse of research and practice, monitors the field of father involvement to find the best practices and models. The Fatherhood Project also provides training in early childhood and family support, public education, and advisory services for businesses.
- The National Practitioners Network for Fathers and Families connects a variety of organizations, strategies, and activities.
- Partnerships between community-based organizations, local governments, and other stakeholders offer an opportunity to expand successful small programs so they can benefit an entire community or city and can influence public policies affecting children and families.

Session 2: Supporting New Parents

Presenters in this workshop included:

Lou Hessenflow, 89th Medical Group, Family Advocacy Program

Elizabeth Tuckermanty, National Program Leader, Families, 4-H and Nutrition, Washington, D.C.

Donna Montegna, LCSW, Children's Hospital, San Diego, CA

LTC Daniel McFerran, U.S. Department of Defense

Participants in this session identified federal programs that support new parents.

Early Head Start (EHS), administered by the U.S. Department of Health and Human Services, serves infants and toddlers, ages 0-3. EHS aims to enhance children's social, physical, emotional, and cognitive development and to enable parents to be better caregivers and teachers of their children. EHS also strives to help parents meet their own goals, including achieving economic independence. Nine principles guide EHS: (1) a commitment to high quality, (2) a focus on prevention, (3) a concern with interactions between the program and family members and community institutions, (4) parent involvement, (5) inclusiveness, (6) respect for families' home cultures, (7) responsiveness and flexibility, (8) support for smooth transitions into other programs, and (9) connections with other community service providers.

The U.S. Department of Agriculture's Cooperative State Research Education and Extension Service (CSREES) sponsors the Children, Youth and Families at Risk Initiative that focuses on positive child and family development. The initiative integrates research, implementation strategies, and attributes of effective education programs. It promotes family resiliency, collaboration, and comprehensive community-based services.

The Marine Corps' New Parent Support Program (NPSP) provides help to military families. The program uses registered nurses and licensed social workers to provide home visits, parenting education, personal support programs, advocacy, and relationship modeling. NPSP also includes a research and evaluation component. NPSP activities for fathers include support groups for single fathers and partners in parenting, classes on couple communication and male and female roles within families, seminars for first-time fathers, and premarital seminars.

The U.S. Air Force Family Advocacy Program provides family strengthening activities, including perinatal family education focused on pregnancy and the first year of parenthood. The program emphasizes efforts to develop family resiliency.

Session 3: Improving Federal Research on Fathers: Collaborative Strategies

Presenters in this workshop included:

Jeff Evans, National Institute for Child Health and Human Development, U.S. Department of Health and Human Services

Anne Benson, Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services

Alan Ginsberg, U.S. Department of Education

Don Hernandez, Census Bureau, U.S. Department of Commerce

Matt Stagner, Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services

Research on fathers is important because it builds an understanding of fathers' behavior that has profound implications for public policy and practice. The discussion in this session focused on current federally-funded research efforts, strategies for reducing barriers to research, and ways to engage federal staff in research efforts.

Current Federally-funded Research Efforts

Key topics in current federal research on fathers include:

- Child support, including fathers' willingness and ability to support children and the impact of fathers' contributions on children's well-being
- Step-parenting issues and appropriate roles for step-parents
- Relationships between divorced fathers and their children, differences between these relationships and those of married fathers, and changes in a father's role as he moves from marriage to divorce
- The impact of father absence on children's well-being.

Current federal research on fathers has several flaws, participants noted. For example, the Bureau of the Census does not collect information on fathers unless a child lives in the home. However, 27 percent of children live in one-parent families, often with a mother only. The Census also focuses on information about economic activity, not fathering behavior.

National surveys undercount men, especially those who belong to minority or low-income populations. As a result, federal research on poverty rates may not be accurate, and this may affect child support policies. In addition, the national statistical system is fragmented. That is, different surveys collect information on different topics, and no national survey assesses the full range of families or fathers.

Strategies for Reducing Research Barriers

Participants identified several new directions that would make research on fathers more useful, including:

- A better understanding of the role of fathers in families (beyond economic support), which would indicate how important their role is and what impact it has on children; this would require better ways of measuring fathers' roles
- Longitudinal studies of father involvement over the life course of a family, from adolescent parenthood to grandfathering
- Data collection that targets fathers from all racial, ethnic, socioeconomic, and age groups
- Greater cooperation among government agencies and non-governmental or private organizations in conducting and funding research and in reducing data collection and analysis barriers between separate national surveys
- Early and ongoing program evaluation models which would support continuous program improvement, rather than evaluations imposed at the end of projects
- Evaluations based on an understanding of (1) program goals, (2) strategies linked to objectives or performance standards, (3) carefully selected performance indicators, and (4) indicators of success

- Creation of a data bank and measurement instruments that include questions on fathering
- Creation of a network linking researchers who evaluate fatherhood issues
- Development of self-evaluation guides for local projects working with fathers and families
- Efforts to highlight, recognize, and disseminate information on good evaluations.

Engaging Federal Staff in Research

Some federal agencies are trying to engage staff in improving research on fathers. For example, the Department of Health and Human Services is participating in a Federal Interagency Forum on Child and Family Statistics, which includes researchers from the Bureau of the Census, the Department of Labor, the National Center for Education Statistics, and other federal agencies. The forum convened national experts to discuss the benefits and limitations of HHS data sets and conducted workshops and conferences to examine father involvement, data collection, and issues involved in improving the federal statistical system.

Session 4: Fathers and Employment Strategies

Presenters in this workshop included:

Kilolo Kijukazi, Food and Consumer Service, U.S. Department of Agriculture

John Jolly, Office of Community Services, U.S. Department of Health and Human Services

Sharon Rowser, Manpower Demonstration Research Corporation, San Francisco, CA

Mark Fucello, Administration for Children and Families, U.S. Department of Health and Human Services

Roxie Nicholson, Employment and Training Administration, U.S. Department of Labor

Barbara Cleveland, Office of Child Support Enforcement, U.S. Department of Health and Human Services

Participants in this session identified key features of employment programs that enable fathers to provide for their families while also expanding the role of father beyond economic provider. As they discussed ways to meet fathers' diverse needs, participants also focused on some of the challenges policymakers and practitioners face in their efforts to develop employment strategies for fathers.

Effective Employment Strategies for Fathers

Program efforts to promote employment among fathers should:

- Address the complex barriers faced by fathers with diverse experiences and needs. Fathers entering employment training and placement programs may have little or no employment experience or skills, or they already may have participated unsuccessfully in other job programs. Employment programs must be able to help fathers cope with previous job injuries, health problems related to substance abuse, and other medical conditions.

Creative and Responsive Services Go Beyond Job Training to Meet Fathers' Complex Needs

The Parents Fair Share program links fathers' participation in job training activities to their payment of child support. Smaller case loads and responsive enforcement systems ensure that child support orders are adjusted as clients' job status and level of participation change. The Parents' Fair Share program facilitates noncustodial fathers' involvement in the lives of their children by providing mediators to settle disputes about visitation, household expenditures, lifestyles, child care, schooling, and other issues that cause disagreements between parents.

- Incorporate multiple components so fathers can adjust their level of participation according to their changing needs. For example, a father may need to reduce his participation in an education component while he earns money to cope with a short-term financial crisis. Programs with this kind of flexibility are more likely to earn participants' trust and long-term commitment.
- Provide fathers with as much support as possible. Stipends, child care opportunities, and arrangements to defer child support payments all reinforce fathers' commitment to work and family responsibilities.
- Prepare fathers for the world of work before they start. Practitioners in programs for young, unwed fathers find that offering pre-employment job readiness courses improves clients' job-seeking and retention skills.
- Structure job training around the needs and abilities of fathers. Ideally, training includes instruction in job-specific skills to prepare men for the types of jobs that interest them. Programs also may be able to implement on-the-job mentoring for men who lack skills or experience.
- Create opportunities for fathers to receive and give emotional support from and with peers. Regular meetings in a non-threatening setting allow fathers to share their experiences and frustrations, give each other encouragement and suggestions, and strengthen systems of peer support.
- Establish clear responsibilities, goals, and objectives at the beginning of a project, and conduct ongoing self-assessment at each project stage.
- Allow a sufficient start-up period to let new programs take hold and mature. Demonstration projects may require as many as five years before any evaluation can produce measurable results. Evaluation efforts that measure results prematurely may miss essential indicators of the project's effects.

Challenges to Employment Strategies

Challenges to employment programs include (1) low male participation in job-training opportunities; (2) systemic barriers that discourage men in public employment programs from reporting their status as fathers; (3) lack of mechanisms to link employment programs with other services that address fathers' needs; and (4) the inability of job-training programs to increase a father's income enough to lift him out of poverty.

Session 5: Fathers' Roles in Children's Learning: Models That Work

Presenters in this workshop included:

Marilyn Aklin, National Coalition of Title I/Chapter I Parents, Washington, D.C.

Christopher L. Atchinson, Father, West Sand Lake, NY

Menahem Herman, Office of the Undersecretary, U.S. Department of Education

Lynnette Pannucci, Even Start, U.S. Department of Education

Larry C. Schrader, Principal and Director of Even Start, West Sand Lake Elementary School, NY

Helen Taylor, Head Start Bureau, U.S. Department of Health and Human Services

Sheila Tucker, St. Bernadine's Head Start & Adult Learning Center, Baltimore, MD

Gilberto Mario Moreno, U.S. Department of Education

Presenters in this session highlighted the features of three successful federal programs—Head Start, Even Start, and Partnerships for Family Involvement in Education—that involve fathers in their children's education. Participants also discussed the challenges involved in strengthening fathers' roles in the lives and schooling of their children.

Attributes of Successful Father Involvement Programs

Participants suggested that successful programs should:

- Approach fathers with a positive attitude and broad definition of father roles. Programs must break stereotypes and focus on fathers' strengths, not their deficits. Rather than limiting fathers to economic provider roles, Head Start stresses the importance of fathers as nurturers, even when the father does not live with his children.
- Build on fathers' needs and solicit their input. Parenting programs have traditionally been designed and operated by women and for women. Efforts to involve fathers in their children's education should seek the input of fathers in order to meet their needs and empower them in their role.
- Adapt to local context and recognize unique community needs. Local practitioners in large-scale programs such as Head Start realize that no single father-involvement model will work in all situations.
- Consider that fathers' comfort and experience with parenting issues may lag behind those of mothers. Practitioners at St. Bernadine's Head Start in Baltimore, MD found that men needed their own support group where they felt safe to share their concerns and frustrations. These separate groups removed the inhibitions fathers felt in the presence of frustrated mothers and allowed the men to learn basic parenting skills.
- Recognize the link between the educational needs of children and those of their parents. The Even Start program for family literacy experienced huge gains in father involvement by addressing fathers' own educational needs. By helping fathers feel more comfortable in a school setting, and by building fathers' confidence in their own abilities, Even Start promotes increased interaction between fathers and their children's teachers. As one Even Start representative explained, "By supporting the families, you support the children."

- Enter into partnerships with all of the adults involved in children's lives. Community members, religious organizations, and businesses all affect the strength and health of families. The Partnership for Family Involvement in Education provides a way for many groups to take an active role in promoting safe, effective, and enjoyable learning opportunities for children. This formal, coordinated effort asks partners to share information, resources, and best practices with each other.

Challenges to Involving Fathers in Their Children's Education

Fears or insecurities about their own level of educational attainment may keep parents from becoming involved in their children's education. Family programs such as Even Start address this challenge by integrating early childhood education with an adult education component and by creating hospitable environments for parents within schools.

Creators of family-school-community partnerships that support learning must find new ways of measuring success. They must define what makes a partnership successful and what factors constitute evidence of success.

Programs must address the issues faced by parents of children with learning disabilities or other special needs. While many groups and programs advocate for the rights of children with special needs, parents—and especially fathers—need support, guidance, and information that promote their involvement in their children's education.

Session 6: Dads Do Count: Working with Nonresidential Fathers

Presenters in this workshop included:

David Levy, Library of Congress, Washington, D.C.

Carol Williams, Children's Bureau, U.S. Department of Health and Human Services

Sheck Chin, Office of Child Support Enforcement, U.S. Department of Health and Human Services

David Gray Ross, Office of Child Support Enforcement, U.S. Department of Health and Human Services

Fathers live apart from their children for many reasons, including military deployment, divorce, job requirements, and incarceration. Programs for nonresidential fathers must address diverse needs and cope with families in unusual circumstances. Presenters from several federal efforts to strengthen the role of nonresidential fathers discussed the challenges they face and offered recommendations for future action.

Challenges to Enhancing the Role of Nonresidential Fathers

Programs designed to meet families' needs must adjust to new trends in family structures. Two-parent, married, co-residential families in which the father works and the mother stays at home are now a reality for only 6 percent of all children in the United States. Rapidly growing numbers of parents must care for their aging parents as well as their children; in many other families, grandparents are the primary caregivers for children.

Other challenges come from a corporate world that resists giving fathers time off to spend with

their families. A recent survey asked 200 private organizations around the country to indicate the average amount of time they would expect a father to take off from work after the birth of a child or other family matter. Respondents overwhelmingly indicated that they do not tolerate male absence for family reasons. Yet, data indicate that fathers are willing to give up advancement in the workplace in exchange for spending more time with their families. A recent study conducted in the Washington, D.C. area found that 48 percent of fathers would reduce their work time if it meant spending more time with their children. Many also responded that they would decline a promotion if the new position required them to spend less time with their children.

Recommendations for Future Efforts

The armed forces should continue to build understanding of the purposes of the Civil Relief Act (CRA) as it pertains to child-support enforcement and civil suits. Currently, some states wrongly assume that under the CRA military men are exempt from all civil suits while on duty. Others inappropriately place military men on default for child support when they are on active duty. The military is working to ameliorate these situations. For example, servicemen are given priority on military flights to allow them to appear at civil proceedings. Servicemen can also request a review of child support orders if they feel unable to meet their assessed obligations.

Small procedural changes to include nonresidential parents in support systems can make a big difference in children's lives. For example, schools can send report cards to both parents to keep nonresidential fathers engaged in their children's education.

The military should not deny enlistment to men based on their acknowledgment of paternity. All enlisted single parents must sign a waiver assigning custody to another adult while they are on active duty. While the care and safety of children are paramount, many single parents are capable of finding alternative guardians for their children and should not be barred from military service if they do so.

The country's prisons and corrections systems could adopt some of the military's work with nonresidential fathers. Important components would include instruction and guidance in parenting skills, child development, re-integration, and other life skills.

More research is needed on the impact of father presence on children's lives. Research shows that when a father is present, children develop a clear sense of self and feel more secure in gender roles. Similarly, children from stable two-parent families may be better at negotiating cross-gender relations and have better social skills than children without fathers at home.

Session 7: Best Practices: Work and Family Programs

Presenters in this workshop included:

Anice Nelson, Work & Family Program Center, Office of Personnel Management

Carol Neil, Work & Family Program Center, Central Intelligence Agency

Thomas Pugh, Project Office for Dependent Care, Social Security Administration

LCDR Gary P. Weeden, Chaplain Corps, Cleveland, OH

Madeline Fried, Fried & Sher, Inc., Washington, D.C.

Suzette Paes, Connection Customer Service Center, U.S. Department of Transportation

This session highlighted the most valuable lessons learned by exemplary federal work and family programs. Presenters shared successful strategies for creating family-friendly workplaces and for strengthening fathers and families through parenting programs.

Best Practices in Family-Friendly Workplaces

Family-friendly workplaces require:

- Interest and support from the top levels of the organization. Employees and managers take seriously those initiatives that penetrate the entire organization and are driven by their superiors. Leadership and role modeling from top administrators diminish barriers and encourage employees to move in new directions.
- Communication pathways that raise employees' awareness of their options. When employees and managers share an understanding of how work and family programs operate, they are more likely to work together to make arrangements that meet families' needs. For example, staff at the Work and Family Program Center of the Central Intelligence Agency hold open discussions about the agency's work policies, such as flextime and family sick leave.
- Managers' understanding of the benefits of alternative scheduling. Organizations may encounter resistance from managers who are reluctant to rearrange employees' schedules. A representative of the Work and Family Program Center of the Office of Personnel Management recommends that Work and Family staff give managers plenty of opportunities to learn how new scheduling practices will affect them.
- A single, accessible, highly visible location for employee services, career development opportunities, and other key resources. For example, the U.S. Department of Transportation's Customer Service Center provides a centralized, employee-friendly, comprehensive resource and information center.

Best Practices in Parenting Programs and Activities

Keep up with changes in parenting by continually updating and adapting workshops, seminars, materials, and other resources for parents. As employment and demographic trends raise new issues for fathers and mothers, parents need opportunities to talk to one another and discover new sources of support. For example, recent declines in the national unemployment rate mean that more fathers who stayed at home with their children are returning to work, raising the issue of day care for many families.

Schedule and publicize events to maximize employee inclusion and minimize inconvenience. Lunch-hour parenting seminars are a convenient way for employees to learn about techniques, resources, and sources of support. Staff at the CIA's Work and Family Center discovered that father presence at seminars improves dramatically when posters, fliers, and other announcements explicitly invite "fathers and mothers," not just "parents."

Cultivate active participation from fathers as leaders in parenting initiatives. Programs that seek input and leadership from fathers are more likely to engage other fathers and to provide services that meet their needs. At the Social Security Administration's child care centers, several fathers

serve on a parents' advisory board and a board that oversees the centers' administration. Fathers also are included on panel discussions in parenting workshops.

Demonstrate commitment to families by offering parenting workshops that can be completed during the work day. The U.S. Coast Guard is one of many organizations that sends a strong message of support to fathers by setting aside work time for four-hour Dads University workshops that enhance parenting skills and self-confidence.

Session 8: Adolescent Males: Preparation for Fatherhood

Presenters in this workshop included:

Susan Harding, DADS Program-Parent/Child Center, Addison County, VT

Walt Jones, Young Men as Fathers Program, Sacramento, CA

Sheila Pierce, Famcare, Inc., Bridgeton, NJ

James Cox, Boys and Girls Club of America, Atlanta, GA

Beverly Bachemin, Office of Policy Research, U.S. Department of Labor

Barbara Cohen, Office of Population Affairs, U.S. Department of Health and Human Services

This session focused on promising practices from public and private efforts to meet the needs of boys, young men, and young fathers. Whether programs are designed to help adolescent males learn the skills they need to be fathers to their children or to help them postpone fatherhood until they are ready, experienced practitioners agree that certain strategies and program features are vital to success.

Strategies for Teaching Young Men and Boys to Postpone Fatherhood

Young men and boys learn to postpone fatherhood when they:

- Hone practical skills that enable them to maintain their sexual health and make informed choices. For example, Project DELAY in Trenton, NJ offers adolescent men education in decisionmaking, critical thinking, and parenting awareness. The program identifies participants' specific needs by administering a pretest that measures the men's self-esteem, knowledge of contraception, and other issues.
- Engage in applied learning that reinforces self-confidence and positive behaviors in education, employment, or sexual health. Participants in Project DELAY work in family planning clinics and hold full-time summer jobs that help them develop workplace skills and values. The men also practice filling out job applications, writing résumés, being interviewed, and other skills that build their confidence and ability to gain employment.
- Spend time with mentors who model what it means to be a responsible, caring father. Programs can match young men with experienced fathers who may provide the only positive example of fathering they have known. The Young Men As Fathers Program in Sacramento, CA engages young incarcerated males in mentoring activities to strengthen their parenting skills through classroom instruction, discussions with mentors, and special activities with their families. When fathers in prison have an opportunity to learn what it means to be a good

father, their children may be less likely to become delinquent.

Best Practices for Working with Adolescent Males

Successful practices include:

- Program components targeted to male needs. Otherwise, young men may feel excluded from general parenting or family-related activities. When the Addison County (VT) Parent/Child Center recognized and began to address its low rate of male participation several years ago, it created a DADS program that provides "men only" play groups for fathers and their children and conducts on-the-job training at a nearby car detailing business.
- Comprehensive services to meet a variety of needs. The DADS program incorporates job skills, stress management, parenting skills, family planning, and adult education. Staff say a holistic view of service toward male participants is a key feature of program effectiveness.
- Models of good parenting behavior. At Boys and Girls Clubs, the children's daily interaction with staff on an informal basis may be one of the most important components of the program for building young people's self-esteem. Program staff are among the few adults with whom the children regularly come into contact.
- A positive outlook and high expectations for the boys and men involved in programs. Practitioners in successful programs emphasize that young men sincerely want to be responsible fathers. Program staff should praise good fathering behavior and help participants meet high expectations.

Session 9: Through a Child's Eyes: Why Fathers Matter

Presenters in this workshop included:

Vivian Gadsden, National Center on Fathers and Families/Philadelphia Children's Network, Philadelphia, PA

Charles Smith, Kansas State University/Kansas Cooperative Extension Service, Manhattan, KS

Clarence Burris, Washington State Fathers Network, Tacoma, WA

Marilyn Moses, National Institute of Justice, U.S. Department of Justice

Linda Johnston, Maternal and Child Health Bureau, U.S. Department of Health and Human Services

This session focused on the powerful effects of the presence or absence of a loving and caring father in a child's life. Participants discussed lessons learned from successful fatherhood programs, recent research findings, barriers to active father involvement, and strategies that reach and support parents.

Positive Effects of Involved Fathers

Nurturing from fathers can be essential to a child's sense of self-worth. Research and practice reveal that active nurturing and appropriate physical affection from fathers boosts children's self-esteem and, for daughters, may delay sexual activity.

Fathers learn fathering from their fathers. Findings from a recent study conducted by the National Center on Fathers and Families at the University of Pennsylvania indicate that the behaviors of young parents are influenced significantly by intergenerational beliefs and practices. Boys whose fathers played a nurturing and active role stand a greater chance of becoming good fathers themselves.

Practitioners have seen the effects of good fathering practices, but research is limited. In a review of research on fatherhood, the National Center on Fathers and Families found only a scant body of information on the effects of father presence and how fathers relate to their children. Existing research usually excludes minorities, poor fathers, and young fathers. However, practitioners attest to the fact that children benefit from loving, caring fathers.

Negative Effects of Absent or Uninvolved Fathers

Research shows that biological fathers have a unique and vital role. The rejection children experience when their biological fathers abandon the family can have devastating consequences for their self-esteem and sense of self-worth. A stepfather or mother's boyfriend is not always an adequate substitute for a loving, involved biological father.

Research on Incarcerated Parents Reveals Dangerous Consequences for Children

Research conducted by the U.S. Department of Justice's National Institute of Justice shows that, in 1993, the fathers of 1.7 million children were incarcerated in U.S. prisons. Although more research is needed, studies show that families in which the father is incarcerated suffer from financial loss, social stigma, and instability. For children, these circumstances often translate into poor academic performance, cognitive and emotional problems such as depression or hyperactivity, and frequent moves between family members and between schools. Research also suggests that children of incarcerated parents are six times more likely than peers of the same socio-economic status to become involved in the juvenile justice system.

Although some of the consequences children suffer when parents are incarcerated are well understood, little is known about effective ways to reach these children. Children of incarcerated parents are among the least studied high-risk populations; in the past 30 years, fewer than 500 of these children have been the subjects of studies in this area. Although researchers know that seven percent of children of inmates enter formal foster care, little is known about their experiences.

Barriers to Active Father Involvement

The prevalence of single-parent families headed by mothers may reinforce cultural and societal messages that de-emphasize the importance of caring, involved fathers. In 1990, more than 36 percent of all children were living apart from their fathers—more than double the rate in 1960.

Systemic barriers create disincentives for fathers to be active, involved nurturers. One of the "core learnings" that inform the research plan of the National Center on Fathers and Families traces the systemic barriers to father involvement, including many policies governing child-

support enforcement, paternity establishment, and public assistance. As a result of these barriers, many fathers avoid formal systems or decrease their role in the lives of their children and families.

Few programs exist to promote incarcerated fathers' involvement in the lives of their children. One of the few existing models is Fathering, a program for incarcerated fathers. Participants attend a six- to eight-week series of workshops on parenting skills, child development, self-esteem, values, health and human sexuality, and other issues. They receive a certificate upon completion.

Strategies that Reach and Support Fathers

Fathers need strong networks of support that connect them with resources and help them avoid the social isolation that can accompany parenting. These networks are essential for single fathers and fathers of children with special needs.

Fathers can support each other by serving as mentors and experienced role models. ParentShare, a program based at Kansas State University, reduces fathers' social isolation by linking them to older, more experienced parents. Although ParentShare serves all parents, it places a special emphasis on being "father friendly."

Fathers want to be active participants in designing programs that meet their needs. Successful fathering projects may include classes taught by men or programs developed by men who interviewed fathers about their needs.

Session 10: Reunion and Reintegration Support for Fathers

Presenters in this workshop included:

LTC Bradley Nystrom, Chief, Army Community Service

Carol Williams, Children's Bureau, U.S. Department of Health and Human Services

LCDR Robert Williams, Pastoral Care, U.S. Navy

LTC Daniel McFerran, U.S. Department of Defense

In this session, a panel of federal staff members experienced in family reunification discussed the key features of programs that strengthen the presence of fathers in families. Participants outlined some of the efforts federal agencies are engaged in to strengthen families before, during, and after periods of separation and shared recommendations for further action.

Attributes of Successful Reunification and Reintegration Programs

Participants agreed that reunification and reintegration programs should:

- Draw on leadership and active support from the top levels of the organization. Fathers and families will take these programs seriously if they see evidence that their family's well-being and their participation in the program are valued.
- Eliminate labeling, blaming, and stigma from program philosophy and language. Families undergoing periods of separation or disruption, as well as those readjusting to life together,

need reassurance that their difficulties are normal. Programs should help families focus on their strengths and should emphasize prevention and early intervention before problems become serious.

- Recognize that the presence of a child can have a transforming effect on fathers returning to the home. Children can be a catalyst for fathers who need to learn how to rebuild their relationship with the family.
- Empower parents to make decisions and to help design and plan the services available to them.
- Begin long before the family is disrupted. Families need to be prepared for issues that arise before, during, and after separation.
- Mediate relationships between fathers and mothers. Families that experience disruption may need extra support to learn negotiation and interaction skills. Reunited families must sort out issues of responsibility, cooperation, power, and decisionmaking. Programs can help by emphasizing mediation, communication, and problem solving.

Recommendations for Future Efforts

The strategies used in the Department of Defense's reunion and reintegration programs may prove effective for fathers in situations other than deployment, including fathers who work long hours or travel extensively, or fathers who are incarcerated, participants suggested. In addition, reunion and reintegration programs should add strategies to help mothers accept fathers' return to the family. Mothers who have acted as primary caregivers prior to reunification may face issues regarding communication and shared authority, responsibility, and decisionmaking.

Finally, child welfare programs should increase efforts to examine the role of fathers in caring for children. Programs often make little effort to contact a father until a child has been removed from the mother's custody. Early involvement of fathers may keep more children living with a biological parent.

Session 11: Working with Foundations

Presenters in this workshop included:

Ellen Pagliaro, The Annie E. Casey Foundation, Baltimore, MD

Ronald Mincy, Program Office for Employment & Welfare, The Ford Foundation, New York, NY

Gaynor McCown, Domestic Policy Council, The White House, Washington, D.C.

This session addressed ways in which foundations and the federal government can work together to strengthen the role of fathers in families. Participants agreed that agencies and foundations can work toward common purposes by focusing on research, communications, collaboration, and building local capacity.

Research Issues

Foundations' current research efforts demonstrate creative, varied approaches to understanding

fatherhood and family relationships in context.

For example, the Annie E. Casey Foundation focuses on advancing children's life chances in a holistic way. Research at the Ford Foundation includes an examination of the intersection of work and family relationships, issues related to urban poverty, and paternity as an opportunity to engage fathers in families. Both foundations conduct research on the role of fathers in low-income communities. Current foundation research also addresses the relationship between wages and marital status, approaches to child-support enforcement, and the relationship between fathers and their children born out-of-wedlock.

Although current research efforts are promising, many issues related to fatherhood remain to be examined or understood. Policy and practices aimed at strengthening fathers will benefit from the continued efforts of foundations to learn more about who fathers are, what they need, and how they relate to children. Foundations also can use an expanded knowledge of fatherhood to inform the public and garner support for policies and programmatic efforts.

Communications Issues

Foundations and public agencies can expand and strengthen their efforts to support fathers by sharing information, best practices, and lessons learned. Although they may approach research, policy, and practice differently, organizations should cultivate communications networks that allow them to work collectively in support of fathers. Participants emphasized the importance of communication that is both horizontal (across foundations and agencies) and vertical (reaching state and local projects as well as broader national efforts).

In addition, efforts to inform the public about national partnerships for strengthening families will energize state and local efforts to support fathers. For example, foundations could coordinate a national communication campaign to highlight successful programs, celebrate successes, and boost public interest in fatherhood issues. The campaign could culminate in a national press event featuring governors and mayors and would promote exemplary practices. The Annie E. Casey Foundation also provides programs that work with journalists to educate the media about salient issues in policy and practice related to families.

Collaboration Issues

Foundations and federal agencies are already cultivating a mutually beneficial relationship. Community Empowerment, Partnerships for Stronger Families, and reform efforts for public housing are examples of Administration initiatives that create partnerships among federal, state, and local governments to strengthen families. President Clinton's policy efforts on behalf of families have benefited from the efforts of the foundation community, according to a Domestic Policy Council representative.

Recognizing the complementary strengths of foundations and government agencies helps them become better partners. Because foundations operate under different pressures than government agencies, they often are able to narrow the scope of their work, for example, to implement a project intensively in only a handful of cities, rather than nationwide. Foundations also may have

more leeway to conduct long-term studies or programs. Government agencies usually can draw from larger funding streams than foundations, however.

Foundations and federal agencies can turn their differences into strengths through collaboration. For example, a partnership between the Ford Foundation and the U.S. Department of Health and Human Services enables federal staff to attend conferences that inform their work.

Building Local Capacity

Foundations can energize local efforts and build local capacity by creating networks of colleagues, participants said. Foundations' local efforts will gain momentum through partnerships with schools, businesses, community organizations, and other local entities. Once local networks take root, they can share their research and practice-based knowledge to influence policymaking.

Session 12: Telecommuting

Presenters in this workshop included:

Ed Weiner, U.S. Department of Transportation

Sue Sears, AT&T, Washington, D.C.

Warren Master, Office of Workplace Initiatives, General Services Administration

Gail Batt, Agency Telecommuting Coordinator, U.S. Department of Transportation

Darryl Dobberfuhl, Loral Federal Systems

This session focused on the benefits of telecommuting to father involvement and worker productivity, as well as some barriers to telecommuting systems.

Telecommuting supports father involvement because it increases workers' time at home, leaving more time available to care for children or elderly relatives before and after the work day. Both the federal government and the private sector have demonstrated success with telecommuting policies:

- The federal government's National Telecommuting Initiative allows agencies to develop flexible workplace policies; three dozen agencies have done so. Approximately 4,000 government workers telecommute, usually by working at home. The federal government's goal is to have 15 percent of the federal workforce telecommuting by Fiscal Year 2002, with three percent in place by 1998. The federal government sponsors six community-based telecommuting centers in the Washington, D.C. area and expects to have 15 operating by 1997.
- Thirty-eight percent of the workforce at AT&T are telecommuters. The company provides policies and agreements defining the process, training in telecommuting, internal communication systems, and the commitment of company resources to telecommuting.
- The U.S. Department of Transportation found that telecommuting increased worker productivity, reduced costs for office space, improved customer service, and improved the quality of worklife.

Factors that contribute to successful telecommuting programs include public endorsement from top management, policies tailored to specific work or organizational cultures, and a shift in focus from the work process to results. Barriers to the success of telecommuting programs include management inertia, especially if managers consider telecommuting an employee benefit rather than a good financial decision; union resistance, if flexible work options are not available to all employees; and the danger that some telecommuters become "workaholics" and burn out.

Session 13: Youth Violence

Presenters in this workshop included:

Sarah Ingersoll, OJJDP, U.S. Department of Justice

Gill Hall, Boys and Girls Club of Central Florida, Inc.

Tevitt Sullivan, Father, SW Branch Boys and Girls Club of Central Florida, Inc.

Linda Lang, Project D.A.R.E.

Elaine Rodney, Central State University, OH

Jimmy Cunningham, Family Life Center at Philander Smith College

Kent Markus, U.S. Department of Justice

In their efforts to promote the strength and safety of families, many policymakers and practitioners have developed creative interventions to reduce the levels of youth violence and delinquency in communities. Participants in this session shared some of the key features and successful strategies involved in keeping youth safe through family-oriented, community-based efforts. Discussion also focused on potential strategies for reducing youth violence and understanding the relationships among families, fathers, children, and violence.

Successful Interventions Work in Partnership With Families

Violence intervention strategies work best when the adults in a child's life unite in a common effort and keep communication lines open. To reach youth at risk for violence or delinquency, intervention efforts must help families, schools, and community organizations work in partnership toward a common goal. Open communication and information sharing keep partners' efforts aligned and keep the needs of youth at the center of all activity. This enables programs to address children's needs comprehensively without creating fragmented, disjointed efforts.

Parents, Schools, and Community Organizations Work Together To Keep Youth Safe and in School

The Alternative to Suspension Program at the Boys and Girls Club of Central Florida works with students suspended from local schools to keep them off the streets and engaged in schoolwork during suspensions. The Boys and Girls Club requires parent involvement to ensure students' full participation in the program and to change the behavior of students who are suspended repeatedly. Many students lack supervision at home; the program offers these students personal attention. The

program has dramatically reduced the numbers of repeat suspensions, and parent feedback has been positive.

Intervention programs can reinforce their efforts in homes by targeting education efforts at parents as well as youth. For example, the Drug Abuse Resistance Education (DARE) program in Virginia reinforces its message to children by offering prevention and education classes for parents. Parents learn how to communicate effectively with their children about drugs and violence, understand the issues and risk factors facing children and youth, and use conflict resolution strategies at home.

To be effective partners in violence prevention efforts, parents need community-specific information about drugs, violence, and other risks their families may face. DARE instructors are local police officers who can tailor their sessions to the particular needs of the community. Parents and children in DARE programs learn about local trends in drugs and violence. Community leaders participate in an open dialogue with parents about their local concerns relating to drugs and violence.

Informal mentoring and surrogate parenting can give youth the attention and guidance they need to stay safe. By affiliating with a youth organization such as Boys and Girls Club or Big Brothers, men can gain the trust and confidence of young people who need role models, mentors, and father figures.

Comprehensive, family-centered, and community-based approaches to violence prevention for youth receive strong backing at the national level. The National Juvenile Justice Action Plan recognizes the close relationship between youth violence and the strength of families. The action plan, which provides a blueprint for community action to reduce juvenile violence and delinquency, calls on state and local practitioners and policymakers to create promising opportunities for children and youth and to break the cycle of violence by addressing youth victimization, abuse, and neglect.

Ideas for Improving Strategies to Reduce Youth Violence

Creative interventions to reduce youth violence will benefit from research that increases understanding of the underlying causes and factors associated with youth violence. In particular, father absenteeism may be a risk factor for youth violence or delinquency.

Community-based violence prevention efforts should not isolate youth in their own neighborhoods. Youth who visit courthouses, government buildings, and criminal justice agencies can learn about violence and crime in a safe and educational context. These experiences may reduce their fears, bolster their self-confidence, and encourage alternatives to violent behavior.

Strategies to reduce youth violence should build on youths' strengths and be presented as "manhood" or "womanhood" training programs. Programs that focus on preventing violence or targeting at-risk youth sometimes highlight negative outcomes and reinforce a deficient model of intervention. Instead, programs should encourage young people to identify and strengthen positive goals and skills that move them toward a vision of the future.

Session 14: Fathers in Early Child Care

Presenters in this workshop included:

James A. Levine, The Fatherhood Project, Work & Families Institute, New York, NY

Teresa Rafael, Parents Anonymous, Inc., Seattle, WA

Gregory Martin, Life Roots, Philadelphia Child Guidance Center, Philadelphia, PA

Joan Lombardi, Child Care Bureau, U.S. Department of Health and Human Services

This session focused on ways in which federal agencies can help states and communities replicate successful programs, expand on good research, and enable families to involve fathers with young children. Participants discussed issues, strategies, successful practices, and barriers involved in fathers' participation in child care that could inform federal agencies.

Efforts to Work with States and Localities

Participants agreed that federal efforts to work with states and localities should:

- Adopt a community-wide approach in order to reach across systems and solve multiple concerns. Agencies and program staff should not create new services without first learning about the needs and resources that already exist in the communities to be served.

A Community-based Partnership Builds on Existing Resources to Create New Opportunities for Fathers

Churches, the judicial system, and early child care efforts operating in low-income areas of Minneapolis realized that each sector of the community had a stake in father involvement with young children. Based on these mutual interests, the stakeholders formed a partnership to address the problem of fathers who were unable to pay child support because they could not find stable work. Instead of taking a punitive approach, the partnership focused on creating opportunities. Local Episcopal churches created a program to which courts can refer fathers to receive peer support, skill development, and job-search assistance. The church uses its connections in the community to place participating fathers in jobs; once the fathers are able to support their children, they see their children more frequently and can become role models in the community.

- Remove policy barriers that prevent family formation or father involvement. For example, women must usually report paternity and evidence of child-support payments in order to receive state child care support. These mothers become ineligible for support when they report the father's income because it raises the family income, even if the income is not adequate to support a family.

Efforts to Work with Programs

Program-oriented efforts should:

- Present useful principles and build on parents' needs, rather than prescribing a single model. New programs should begin by convening focus groups to learn what issues and services are most important to fathers; these findings can help define services and strategies.
- Consider cultivating early child care as a career path for fathers to develop new skills. Even if fathers later move on to other work, involving them in this way builds skills and brings more

men into the early child care field—changes that benefit all stakeholders.

- Understand and incorporate cultural beliefs in programs and solutions involving fathers and families. For example, the Department of Education's Office of Indian Education tries to reinforce and preserve cultural traditions about the role of fathers in families and communities as it tries to stimulate father involvement in schools and education programs.

Efforts to Work with Families

Family-oriented efforts should:

- Help women and men communicate so they can address their problems without mediation. When parents talk with each other, they begin to understand the other parent's perspective on parenting and are less likely to let anger interfere with effective parenting.
- Involve fathers in identifying issues and designing solutions. Many men gain identities as parents through their ability to provide financial support to their children and families. When they are unemployed or unable to support their children financially, they may become disengaged emotionally.
- Promote opportunities for fathers to learn how to support and protect their children. For example, the Consumer Product Safety Commission might encourage people to hold baby showers for new fathers, centered on safety and protection issues. The showers could stimulate mentoring among fathers of different generations.
- Help parents develop leadership and parenting skills within themselves and among their peers. Enhancing leadership skills among program participants leads to local ownership of a program, which is essential to building community investment in the program or approach.

Parents Who Develop Leadership Skills Can Cultivate Parenting Skills in Their Communities

Parents Anonymous (PA) in San Francisco, CA offers free support groups, shared leadership, and professional guidance and training to parents who want to improve their lives. There are approximately 1,500 PA groups across the country; many meet in Head Start centers. There are also more than 100 PA groups in prisons. PA also offers support to new, single, or adolescent parents. The national PA organization collects information on local programs and disseminates it through a newsletter to 17,000 parents. The organization also maintains toll-free telephone lines that parents can call for support or that professionals can use to link with parents.

Because parents can join and leave PA at any time, group members represent a range of experience and skill levels. New group members gain inspiration by seeing what their peers have accomplished through long involvement. By helping each other gain insight and understanding, parents change their own attitudes and behaviors toward parenting.

Efforts to Expand on Good Research and Practices

New efforts should:

- Focus on changing attitudes and assumptions about fatherhood. For example, although policies governing Head Start and other programs have advocated the involvement of fathers for many years, practitioners lack good models, and research has excluded fathers from observations and interviews. The best way to move beyond these barriers is to conduct "solution-focused" research on the early child care programs that do engage fathers to "find people doing things right, capture what they do, and share it with other people," a participant suggested.
- Present data on fathers and father involvement more productively. The message that when fathers take care of young children it constitutes "child care" but when mothers do it, it is "parenting," is disturbing. Such choices about the ways in which data on fathers are presented influence media interpretations and public perceptions about fathers.
- Document the benefits of supporting parents. The government and corporate sector, like the military, could learn to provide supports for fathers and parents because it makes good business sense. "We need to give the same status to parenthood as we do to volunteerism," said one participant.

2. SUGGESTIONS FOR FUTURE ACTION: FEEDBACK FROM CONFERENCE PARTICIPANTS

Conference participants were asked to provide feedback on the day's proceedings and input for future action. A summary of the suggestions follows.

Technology

Telecommunications should play a greater role in promoting and facilitating the efforts of partners in the fatherhood initiative, according to conference participants. Fathers in the federal workforce could use electronic communications to help them spend more time with their families. Federal agencies could share their innovative family-friendly programs and policies by describing them on their web sites. Participants also suggested that the conference's host organizations incorporate more Internet activity into future events and create a joint Home Page to publicize their efforts.

Networking and Information Sharing

The conference encouraged interaction and information sharing among federal agency staff. Some participants suggested that in addition to more interagency conferences, individual agencies should hold their own conferences on fatherhood to stimulate communication and momentum for change. Information sharing would also improve if literature on strengthening fathers in families were more readily available via newsletters and other publications. One participant asked that the tape of Vice President Gore's panel session be shown to agency staff.

Future Topics to be Addressed

Future federal efforts to support fathers should address the following issues: simple strategies for giving positive reinforcement to individual fathers, education for mothers regarding the importance of fathers' involvement in children's lives, and the role of step-parents and their relationship to natural fathers. One participant also suggested that researchers conduct a study in which fathers give their input about how the government can reduce barriers to involvement in children's lives.

Future Actions for the Federal Government

Participants valued the strong message of support for the Fatherhood Initiative that was conveyed by the attendance of Vice President Gore and senior-level administration officials. Agencies involved in supporting fathers and families will need the continued support and encouragement of the White House and senior leadership to keep up their efforts. Agencies should be encouraged to seek more partnerships with community-based programs that support men in their role as fathers.

APPENDIX A: THE PRESIDENT'S MEMORANDUM

The White House

Washington

June 16, 1995

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Supporting the Role of Fathers in Families

I am firm in my belief that the future of our Republic depends on strong families and that committed fathers are essential to those families. I am also aware that strengthening fathers' involvement with their children cannot be accomplished by the Federal Government alone; the solutions lie in the hearts and consciences of individual fathers and the support of the families and communities in which they live. However, there are ways for a flexible, responsive Government to help support men in their roles as fathers.

Therefore, today I am asking the Federal agencies to assist me in this effort. I direct all executive departments and agencies to review every program, policy, and initiative (hereinafter referred to collectively as "programs") that pertains to families to:

- ensure, where appropriate, and consistent with program objectives, that they seek to engage and meaningfully include fathers;
- proactively modify those programs that were designed to serve primarily mothers and children, where appropriate and consistent with program objectives, to explicitly include fathers and strengthen their involvement with their children;
- include evidence of father involvement and participation, where appropriate, in measuring the success of the programs; and
- incorporate fathers, where appropriate, in government-initiated research regarding children and their families.

I ask the departments and agencies to provide an initial report on the results of the review to the Vice President through the National Performance Review within 90 days of the date of this memorandum.

The information gained from this review will be combined with information gathered through the Vice President's "Father to Father" initiative and other father involvement programs to determine the direction of those programs for the future. The National Performance Review, together with the Domestic Policy Council, will recommend further action based on the results of this review.

William J. Clinton

APPENDIX B:
A DOMESTIC POLICY COUNCIL MEMORANDUM

The White House

Washington

July 18, 1995

A MEMORANDUM FOR THE DOMESTIC POLICY COUNCIL

FROM: CAROL RASCO AND ELAINE KAMARCK

SUBJECT: SUPPORTING THE ROLE OF FATHERS

As you know, the President recently reiterated his commitment to strengthening the role of fathers in American families in a June 16, 1995 memorandum to the heads of executive branch departments and agencies (Attachment A). The President and Vice President understand that the role of fathers is essential to strong families. Furthermore, they believe that while the primary responsibility of promoting fatherhood lies with individual fathers, families and communities, a responsive government can encourage and promote initiatives that strengthen and support the role of fathers. Therefore, the President has called on you to become involved in this effort. More specifically, he has directed all executive departments and agencies to review every program, policy and initiative that pertain to families to:

Review agency policy vis-á-vis families of employees. The federal government can perhaps do the most by setting a good example.

Review all programs, policies, and initiatives pertaining to families and, where appropriate, make sure they explicitly include a meaningful role for fathers.

Use paternal involvement as a benchmark for success in program evaluation.

Incorporate fathers into government-initiated research on families.

We assume that, based on this Presidential Directive, you are moving forward in your efforts. Please note that this is NOT meant to be an onerous project...it is more a new "mindset" or lens through which we can view federal government activities. This endeavor should NOT involve the hiring of new staff and is should especially NOT be a project which takes current staff away from their own families.

By September 16, 1995, we would like to receive an outline from you about what you are doing to support the role of fathers in families. You should highlight initiatives/changes that your agency is undertaking to promote committed fatherhood for your own staff and efforts to strengthen fathers' roles through your agency's programs. By October 16, 1995, we would like a more detailed report on accomplishments and ongoing efforts to incorporate fathers into the work in which your agency is engaged.

To provide further background, to share creative ideas on how we can work to make the federal government more supportive of fathers, and to help you with any questions you might have, we will set up a briefing on July 31, from 1:00 p.m. - 4:00 p.m., so that federal staff can talk with each

other and with experts in the field working to strengthen fathers' roles in the lives of their families.

The White House contacts for this initiative are Beverly Godwin (National Performance Review) at 632-0150 (ext. 111) and Gaynor McCown (Domestic Policy Council) at 456-5575. By COB Friday, June 21, please provide Beverly Godwin with the name of one person who will serve as the contact on this issue representing your department or agency. In assigning this person, you may want to consider someone who represented your agency at Family Re-Union III: The Role of Men in Children's Lives, a conference held by the Vice-President in June of 1994. (For your information, we are providing a list of participants as Attachment B.)

Many thanks for your immediate attention to this matter.

Attachments:

A. June 16, 1995 Presidential Directive

B. List of Federal Representatives who attended Family Reunion III

APPENDIX C:
REMARKS OF VICE PRESIDENT AL GORE

Federal Conference on Strengthening the Role of Fathers in Families

Natcher Conference Center, NIH, Bethesda, Maryland

May 3, 1996

VICE PRESIDENT GORE: Well ladies and gentlemen, in his State of the Union Address last year, President Clinton made history. Believe it or not this speech was the very first State of the Union Address, ever, that discussed, in any detail, fathers and their importance to the nation in their role as fathers. Now the President wants us to take on this challenge.

For too long fathers in their role as fathers have been at the periphery of the national debate and it's time to move them to the center. As some of you know, each year my wife, Tipper, and I moderate a Family Policy Conference in Nashville that we call a family reunion. Two years ago this conference focused on the role of men in children's lives. There I met Joe Jones, whom you'll be hearing from shortly, and many other leaders who have been working for a long long time in their neighborhoods and in their communities to try to lift up the role of fathers, to try to reconnect men with their children. Some of these dedicated leaders, most of whom I encountered for the first time in my preparations for that family conference, are among those who will be leading your workshops today. There's a whole network of men out there across our nation who have been doing really outstanding work, trying to deal with what is truly a national crisis, and you'll be hearing from a lot of them here today.

Those of us who have embraced this cause have done so I guess in large part because we've talked to too many children without fathers, and the words from their lips and the looks in their eyes are enough to break your heart. But of course we can't base our public policies on emotion alone, and we don't have to, because several of the nation's most outstanding scholars, after years and years of study and research and work, have confirmed what we know in our hearts to be true. They've studied how many American children must make do without fathers and what the consequences are for these children. The results are troubling and at time even shocking.

For example, the 1995 Casey Foundation "Kids Count" Data Book tells us that more than half of children born in 1992 will spend all or part of their childhoods apart from one of their parents. Nine times out of ten that means without their father. In 1994 more than 19 million American children were growing up in homes without fathers.

The Casey study and other research tells us that, compared to children whose fathers live with them, children in homes without fathers are five times more likely to be poor, twice as likely to drop out of high school, twice as likely to get pregnant when they are teenagers, and one and a half times as likely to be out of school and out of work in their late teens.

One of the best known scholars of poverty, David Elwood, who recently completed his work at HHS and returned to Harvard, sums it up this way, and listen to his words closely because there's a jolting starkness to his findings, and I quote, "The vast majority of children who are raised entirely in a two-parent home will never be poor during childhood. By contrast, the majority of children who spend time in a single parent home will experience poverty."

But of course the consequences reach well beyond the economic consequences. We're all familiar with the term "deadbeat dad." We think of a deadbeat dad in financial terms, someone who's behind on his payments, who's not contributing to the financial well-being of his children and his family. But parents can betray their obligations in other ways too. Some fathers are emotional deadbeat dads—way behind in their payments of love, support ,and devotion. The consequences of those failures can be just as devastating. And again the data bear out the consequences for children.

A study comparing children from intact families to children from divorced families found that the negative psychological consequences of divorce were significant regardless of income. Dads mean more than dollars. Other studies show that family structure has an important and significant impact on how well children do in school, again, regardless of income.

Well, what does all this mean? For starters, it means we've got to make people aware of this condition and its consequences. As is always the case, we've got to change the way people think; help people see what at the moment too many evidently do not see. And as always, understanding is the prelude to action. And that means that every institution in America must begin formally to see fathers as more than just a paycheck or a child-support payment.

The family reunion conferences have connected to those who work with families at the community level, and they've reconfirmed my belief that for too long too much of family policy has been directed at the deficits and pathologies of individuals, rather than at the strengths and assets of entire families. For too long our whole philosophical approach has been to break down problems to their tiniest components and see everything in terms of the individual. And because you always have to deal with problems at scale, because it's impossible to deal with every single individual personally, the tendency has been to group these individuals together according to their pathologies. And so there's a program for teen pregnancy, and there's a program for this, that, and the other. And a lot of them are good and necessary, but many of them ignore the fact that individuals are part of families. And if the individual is going to have a chance to find healing, likely as not it will come within the context of the family.

And social policies in addressing families frequently assume the absence of fathers, and all our language and resources are directed at deadbeat dads, which I mentioned earlier, fatherless children, single moms, and in many cases the constant use of such language has been a self-fulfilling prophecy and led to the active exclusion of men from the community. They have become invisible to the system and have gone underground in many cases; but in many cases they continue to be involved in their children's lives.

Here's an example of what I mean. Recently Victor Rush, who is on stage, was at a gathering in the Charter Oaks housing project in Hartford, Connecticut. A man entered the room and a small boy rushed up to him saying, "Daddy Daddy!" "Hush," said his mother, "how many times do I have to tell you not to call him Daddy when people are around." Well, the child's mother was afraid that if she acknowledged a relationship with the father of her child she would lose her housing.

That's not the only example of a policy which assumes the absence of fathers. I could also cite many examples of great big studies that never even mention the role of fathers. In any event, on that particular example I just cited, we gathered a group of representatives of several federal agencies, as well as the officials from Connecticut at the White House, and you'll hear from Secretary Cisneros

and Victor a little bit later about the resolution of the problem.

We've got to go beyond this idea of fathers as invisible men. Last June when our program, "Father to Father," was launched—and many of the people who made it possible are here—we brought together at the White House a group of national civic and service leaders from organizations as diverse as the Urban League, the Elks, B'nai B'rith, the Boy Scouts, and the Teamsters. And we asked them to think about what they could do to catalyze the involvement of fathers in American life, and in particular we asked the policy and program people in the field of fatherhood how the Federal government could support their efforts with greater wisdom and force. They told us that what was needed was an entirely new way of thinking about fathers and families. They asked that we urge federal agencies to proactively include men in their programs directed at families and children, directly assess fathers in family research, and that the success of programs be measured by considering father involvement as one of the measures.

Three days later President Clinton signed the memorandum that is the underlying reason why we are at this meeting here today. The President's memorandum is designed to encourage all of us in the Federal government to be father friendly in the programs we administer and the workplaces we lead. It directs agencies to do four main things. First, to ensure that all policies and programs meaningfully engage and include fathers. Second, where appropriate, to modify programs directed at women and children to include fathers and strengthen their involvement. Three, where appropriate, measure the success of programs in part by how effective they are in fostering the involvement of fathers with their children and families. Fourth, where appropriate, incorporate fathers in government-initiated research about children and families.

[At this point in his remarks, the Vice President paused to moderate a panel in which agency leaders and individuals representing programs presented examples of efforts to strengthen fatherhood in programs, federal policies, and the federal workforce.]

I'd like to try to make a connection between the efforts that are underway in the federal government and the broader national community, including of course the private sector.

A lot of times people will ask the question, why can't the government operate more like a private business. And of course many of the things that government does are things that a private business doesn't do. But there are things about the federal government that can and should operate more like a private business. And through our reinventing government project we're trying to take some of the best lessons about productivity and import them from the private sector into government. And when I talk with federal employees about our reinventing government program I often say that one of our challenges is to change the meaning of the phrase "good enough for government work." Years ago the phrase "made in Japan" implied sloppy craftsmanship and cheaply made products, and then the Japanese manufacturers started using the insights of Dr. Edward Demmings (phonetic) from the United States and others, and all of a sudden we started noticing these shiny new electronic products, and then motorcycles, and then cars. And all of a sudden the phrase "made in Japan" meant something entirely different—high quality, good buy. Luckily our private businesses and manufacturers have caught up and are surpassing them in quality by using some of the same approaches.

But if you think about the phrase, "good enough for government work" and the feeling that that gives you now, just imagine what it would be like years from now, sooner than people think, if the phrase, "good enough for government work" meant something completely different—high quality,

something to be emulated, really setting the standard.

Well, I'd like to say that in the area that we've been talking about here today, the federal government is ahead of the private sector. Sometimes government really does provide leadership. So our first task today is to spread the practices we've heard about here through the federal system. As I mentioned before, some agencies are doing great; others have a way to go.

But many parts of the federal government are leading the way, and so before we close this session I think it's fair to ask why can't the private sector be good enough for government work where programs supporting fathers are concerned. We've got a ways to go in the federal government, but we've also seen some major success stories, and I think we have a right to say, not only thank you to these leaders who are making them possible, but I think we also can appropriately issue a challenge to America's prosperous and productive private industry.

Today I would like to challenge every manager in the private sector to do what the President has asked his employees to do. Think about your employees in their roles as mothers and fathers, and think about your responsibility to the next generation. Many companies are already doing a terrific job. There are role models in the private sector. But if the United States military can develop programs to keep fathers in touch with their children, if HUD and HHS can turn their programs around to focus on reuniting absent fathers with their children, then there have to be things that every company can do for its work force and in its community. So here are four father-friendly challenges that I would like to pose to American business.

Challenge number one: Give your employees flextime; flexible hours make life a lot easier for fathers and mothers. The federal government has used flextime for years. Flextime is a godsend to stressed-out two-parent families, and it is often a life saver to one parent families.

Challenge number two: Expand options for telecommuting. More and more employers are finding that telecommuting increases productivity and gives employees the flexibility they need to be good parents. With the explosion of faxes and e-mail and Internets, it's becoming easier to make these arrangements. It's one of the fastest growing sectors of American industry—computer networking. It's a fast growing market, and it's much easier to use for any business now. And by cutting down on how many cars we have on the road during rush hour it helps the environment too.

Challenge number three: Work out a reasonable way to let fathers attend important school functions, like parent-teacher conferences and athletic events and school plays. My employer—well my employer is the American people, but the person I report to is the President of the United States—and he is very good about that. As Secretary Cisneros said, he has insisted upon that set of priorities throughout his Administration.

I was telling some of my friends that I've worked with before about one particularly painful instance where work and family responsibilities came into a collision for me, and I'm still a little bit embarrassed about it. But I had a meeting with the president of Uzbekistan in the White House, and my daughter's soccer game went into double overtime. And Tipper was making a speech on mental health in another city, and it was my turn to give the snacks at the end of the game. Had the game ended on time I would have had ten minutes in which to distribute the snacks and collect the accoutrements afterwards and make it back comfortably for the meeting with a foreign dignitary.

When the first overtime came I really began to get worried. When it hit the second overtime I saw diplomatic catastrophe written right across the front page of the newspaper. But I gave out the

snacks, and the interpreter really earned his pay when I went through my explanation of what had happened, but luckily I knew the individual, and you know, he's a father also. And the world didn't come to an end. There wasn't a big diplomatic incident. And I didn't really worry that my boss was going to be real upset about it, because it was an unusual collision, but not unusual in kind.

And employers need to send out the message to their employees that their roles as parents are important. And study after study shows with crystal clarity that when an employer is respectful of the role their employees play as parents, productivity goes up. Absenteeism goes down. Turnover goes down. Loyalty to the organization is enhanced. And the research on this is overwhelming.

And incidentally, this year's Family Reunion Conference in Nashville at the end of June will be on the family and work. And we'll be exploring that a little bit more.

Private companies could perhaps follow the lead of the Fort Hood army base in Texas. The base has a parental involvement program in which fathers are required to attend parent-teacher conferences every three weeks. The program has increased parents' interest and participation in their children's education and led to dramatic improvements in their children's grades.

Challenge number four: Set the tone at the top. For example, how about the CEO calling for on-site child care for the children of employees, both on the front lines and in the executive suite. On this, too, the federal government has done an extraordinary job. More than 200 on-site child care centers for federal employees here in the United States, and more than 800 around the world serving our military families.

Setting the tone at the top requires flexibility. When the President asked the federal government to look at itself, he did not dictate a uniform set of prescriptions. He asked the federal workers to come up with the best ideas, and in this conference you will hear many of them.

So I challenge all managers to ask your workforce the following question, in keeping with Victor's advice. Go to the people that you're trying to deal with and ask them: If you could change something around here in order to have more time with your family and make you a better parent, what would it be? What would you change? Well, one size does not fit all. Who knows what the answer will be in your organization, and who knows what the answer will be in individual private businesses in America. I will not be at all surprised if the answer does not turn out to help the bottom line. I feel certain that it will.

And if anyone in the private sector needs advice, they need only to look to the talented and dedicated people who are assembled here. When President Clinton and I asked all of you to think in a new way, to see your world fresh, you did amazing work. You found wonderful strategies that we could not have imagined. You found those fathers in your workforce. You wrote them into policies where they had not existed before. You thought carefully about how to keep them in touch with children while they were stationed thousands of miles away, called to service by the armed forces, by the CIA, by the State Department. You found ways to keep them connected to their families.

You involved them in schools and in all aspects of their children's learning. And you called on businesses to support this activity, and you created discussion groups for fathers of teens. You've been an inspiration. We've got a lot more to do, so let us continue to move forward together and carry on this revolution in the federal workforce. And then let us spread the word about fathers throughout the American workforce and bring fathers back to the center of American life. Thank you and good luck in your work today.

APPENDIX D: CONFERENCE AGENDA

Federal Conference on Strengthening the Role of Fathers in Families

May 3, 1996

National Institutes of Health

7:30-8:30 a.m. Registration

8:30-10 a.m. Opening Session

Welcome

Vivian L. Gadsden, Director, National Center on Fathers and Families / Interim Director, Philadelphia Children's Network
Remarks and Introduction of the Vice President
Federico F. Peña, Secretary of Transportation

Remarks

Vice President Al Gore
Interactive Conversation with Vice President Gore
John H. Dalton, Secretary of the Navy
Capt. Gregory Bryant, U.S. Marine Corps
Gilberto Mario Moreno, Assistant Secretary for Intergovernmental and Interagency Affairs, U.S. Department of Education
C. Coleman Harris, President, Mt. Vernon, VA High School
Parent-Teacher-Student Association
Peter Edelman, Counselor to the Secretary, U.S. Department of Health and Human Services
Joe Jones, Director of Men's Services, Baltimore City Healthy Start, Baltimore, MD
Federico F. Peña, Secretary of Transportation
Chaplain Gary P. Weeden, U.S. Coast Guard's Dads University, Cleveland, OH
Henry G. Cisneros, Secretary of Housing and Urban Development
Victor Rush, Director, The Family Investment Center, Hartford, CT

10:30 a.m.-Noon Workshops Session I

Working with Practitioners
New Parent Support
Improving Federal Research on Fathers: Collaborative Strategies
Fathers and Employment Strategies
Fathers' Roles in Children's Learning: Models that Work
Dads Do Count: Working with Nonresidential Fathers
Best Practices: Work and Family Programs

Noon-1 p.m. Lunch

1:15-2:45 p.m. Workshops Session II

Adolescent Males: Preparation for Fatherhood
Through a Child's Eyes: Why Fathers Matter
Reunion and Reintegration Support for Fathers
Working with Foundations
Telecommuting
Youth Violence
Fathers in Early Child Care

2:45-4 p.m. Wrap-Up Session

Facilitator: Vivian L. Gadsden, Director, National Center on Fathers and Families, Philadelphia, PA

Remarks

Ken Canfield, President, National Center for Fathering, Shawnee Mission, KS
Elaine Kamarck, Senior Policy Advisor to Vice President Al Gore

Interactive Discussion with Audience

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APPENDIX E: PANELIST CONTACTS

A reference list of panelists and their phone numbers

Panelist	Program / Institute	Phone
Aklin, Marilyn	National Coalition of Title 1 / Chapter 1 Parents	202-547-9286
Bachemin, Beverly	Office of Policy and Research / Dept. of Labor	202-219-7664
Batt, Gail	Dept. of Transportation	202-366-9448
Benson, Anne	Office of the Assistant Secretary for Planning and Evaluation / HHS	202-690-7508
Burris, Clarence	National Fathers' Network	206-752-6102
Canfield, Ken	National Center for Fathering	913-384-4661
Chin, Sheck	Office of Child Support Enforcement / HHS	202- 260-5830
Cleveland, Barbara	Office of Child Support Enforcement / HHS	202-401-5376
Cohen, Barbar	Office of Population Affairs / HHS	301-594-4000
Cox, James	Boys and Girls Club of America	404-815-5781
Cunningham, Jimmy	Family Life Center at Philander Smith College	501-375-9845
Dobberfuhl, Darryl	Loral Federal Systems	703-414-3610
Evans, Jeff	National Institute of Child Health and Human Development / HHS	301-496-1174
Fried, Madeline	Fried & Sher, Inc.	703-435-1700
Fucello, Mark	Administration for Children and Families / HHS	202-401-4538
Gadsden, Vivian	National Center on Fathers and Families / Philadelphia Children's Network	215-573-5500
Ginsberg, Alan	Planning and Evaluation / Dept. of Education	202-401-3132
Godwin, Beverly	National Performance Review	202-632-0150
Gray Ross, David	Office of Child Support Enforcement / HHS	202-401-9370
Hall, Gill	Boys and Girls Club of Central Florida, Inc.	407-841-6855
Harding, Susan	DADS Program - Parent / Child Cer r	802-388-3171
Herman, Menahem	Office of the Undersecretary / Dept. of Education	202-401-0056
Hernandez, Don	Census Bureau	202-334-1903
Ingersoll, Sarah	OJJDP / U.S. Dept. of Justice	202-616-3650
Johnston, Linda	Maternal and Child Health Bureau / HHS	301-443-0883
Jolley, John	Office of Community Services / HHS	202-401-5284
Jones, Walt	Young Men As Fathers Program	916-262-1392
Kijukazi, Kilolo	Food and Consumer Service / USDA	703-305-2123
Lang, Linda	Project D.A.R.E.	703-860-3273
Levine, James A.	The Fatherhood Project / Work & Families Institute	212-465-2044
Levy, David	Library of Congress	202-707-1863

Lombardi, Joan	Child Care Bureau / HHS	202-401-6947
Markus, Kent	U.S. Dept. of Justice	202-514-2000
Martin, Gregory	Life Roots / Philadelphia Child Guidance Center	215-243-2700
Master, Warren	Office of Workplace Initiatives / General Services Admin.	202-501-3965
McFerran, Daniel LTC	Department of Defense	703-696-1702
Mincy, Ronald	Program Office for Employment & Welfare / The Ford Foundation	212-573-4719
Montegna, Donna LCSW	Children's Hospital	619-495-8520
Moreno, Gilbert Mario	Dept. of Education	202-708-5366
Moses, Marilyn	National Institute of Justice / Dept. of Justice	202-514-6205
Nelson, Anice	Work and Family Program Center / OPM	202-606-5520
Nicholson, Roxie	Employment and Training Administration / Dept. of Labor	201-219-7669
Nystrom, Bradley LTC	Army Community Service	703-325-9390
Paes, Suzette	Connection Customer Service Center / DOT	202-366-4893
Pagliaro, Ellen	The Annie E. Casey Foundation	410-547-6600
Pannucci, Lynnette	Even Start	202-260-0996
Pierce, Sheila	Famcare, Inc.	609-451-3361
Pitt, Edward W.	The Fatherhood Project / Families and Work Institute	212-465-2044
Pugh, Thomas	Project Office for Dependent Care / Social Security Admin.	410-965-0479
Rafeal, Teresa	Parents Anonymous, Inc.	206-526-1221
Rodney, Elaine	Central State University, OH	937-376-6011
Rowser, Sharon	Manpower Demonstration Research Corporation	415-781-3800
Schrader, Larry C.	Even Start / West Sand Lake Elementary School	202-260-0996
Sears, Sue	AT&T	202-484-1070
Smith, Charles	Kansas State University / Kansas Cooperative Extension Service	913-532-5773
Stagner, Matt	Office of the Assistant Secretary for Planning and Evaluation / HHS	202-690-5653
Sullivan, Tevitt	SW Branch Boys and Girls Club of Central Florida, Inc.	407-841-6855
Taylor, Helen	Head Start Bureau / HHS	202-205-8572
Tucker, Sheila	St. Bernadine's Head Start & Adult Learning Center	410-233-4500
Tuckermanty, Elizabeth	Families / 4-H and Nutrition	202-720-5997
Weiner, Ed	Dept. of Transportation	202-366-5403
Wheeden, Gary P. LCDR	U.S. Coast Guard	216-522-3268
Williams, Carol	Children's Bureau / HHS	202-205-8618

APPENDIX F: PROGRAM CONTACTS

A reference list of all programs mentioned throughout the report

Program	Location	Contact	Phone
Alternative to Suspension Program	Boys and Girls Club of Central Florida	Gill Hall	407-841-6855
Annie E. Casey Foundation	Baltimore, MD	Ralph Smith	410-223-2939
Cooperative Rural Extension System (Dept. of Agriculture)	Washington, DC	Sherry Wright	202-720-8857
DADS	Addison County, VT	Cornelius Hogan	802-241-7220
DELAY	Trenton, NJ	N/A	N/A
Drug Abuse Resistance Education (DARE)	Oakton, VA	William Alden	703-860-3273
Even Start (HHS)	Washington, DC	Lynette Pannucci	202-260-0996
Family Investment Center	Hartford, CT	Victor Rush	860-525-8734
Family University / Dads University (US Coast Guard)	Cleveland, OH	Chaplain Gary Wheeden	216-522-3268
Father to Father	Minneapolis, MN	Marti Erickson	612-625-7243
Federal Interagency Forum on Child and Family Statistics (HHS)	Washington, DC	Cynthia Taeuber	301-457-2479
Ford Foundation	New York, NY	Ronald Mincy	212-573-4719
Funders' Collaborative for Fathers and Families	Kansas City, MO	Lynn Davis	215-747-7700
Head Start (HHS)	Washington, DC	Helen Taylor	202-205-8572
Manpower Demonstration Research Corp.	San Francisco, CA	Sharon Rowser	415-781-3800
Men's Services Healthy Start Program	Baltimore, MD	Joe Jones	410-542-8994
National Center for Fathering	Shawnee Mission, KA	Ken Canfield	913-384-4661
National Center on Fathers and Families	Philadelphia, PA	Vivian Gadsden	215-686-3910
National Performance Review	Washington, DC	Lisa Mallory	202-456-2816
National Telecommuting Initiative	Washington, DC	Faith Wohl	202-501-1054
New Parent Support Program (Marine Corps)	Washington, DC	Lt. Col. Huleatt	703-696-4276
Parents Anonymous	Clairmont, CA	Lisa Pion-Berlin	909-621-6184
Parents Fair Share (HHS)	Washington, DC	Fred Doolittle	212-532-3200
ParentShare	Kansas State University	Charles Smith	913-532-5773
Partnerships for Family Involvement in Education (HHS and Dept. of Education)	Washington, DC		1-800-USA-LEARN
The Fatherhood Project	New York, NY	James Levine	212-268-4846
The National Practitioners Network	New York, NY	Edward Pitt	212-465-2044
Work and Family Center (CIA)	Washington, DC	Leo Hazelwood	703-874-4267
Work and Family Program Center (OPM)	Washington, DC	Anice Nelson	202-606-5520
Young Men As Fathers	Sacramento, CA	Walt Jones	916-262-1392

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University of Pennsylvania Graduate School of Education 3700 Walnut Street Box 50 Philadelphia PA 19104-6216 Tel: (215) 573-5500 Fax: (215) 573-5499
www.gse.upenn.edu/ncrest/ ncrest@gse.upenn.edu NameNet: HN0124 Sandra Berg Director Vivian I. Gadsden Ph.D.

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